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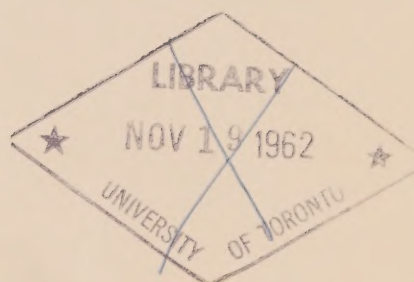
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## PREFACE

The growth of pension plans in Canada over a period of approximately 20 years has been substantial. However, until quite recently no formal program had been developed for the collection of statistics relating to the characteristics of these plans and to their operation. Dr. Robert M. Clark in his report in 1959 on the Economic Security for the Aged in Canada and the United States emphasized the need for extensive research on pension plans in Canada.

In 1956 the Dominion Bureau of Statistics realized that a regular program of surveys on pension plans was necessary. An Interdepartmental Committee on Pension Plan Statistics was established within the Government to make recommendations on the type of pension statistics required and to examine procedures for obtaining the necessary information. The Committee was composed of representatives of various Divisions of the Dominion Bureau of Statistics, the Bank of Canada, and the Departments of Finance, Insurance, Labour, National Health and Welfare, National Revenue and Trade and Commerce. Priority was given to a study of the financial aspects of trustee pension plans for which there was an immediate need because of their growing importance in the financial community. This series of surveys has been conducted on an annual basis since 1957. The catalogue number of the publication is 74-201.

There was also a demand for information of a general nature on all types of plans, insured as well as trustee. A survey of this kind was designed to obtain particulars on selected terms of a conventional pension plan, and to ascertain the extent of coverage of the plans, the number of employees retiring at various ages over a period of a year, and the total of employee and employer contributions made during the year. A copy of the survey questionnaire appears on pages 37 to 40 of this report.

The response from employers and the assistance given many employers by insurance companies, trust and investment companies, and pension consultants was excellent in this survey, and this cooperation is gratefully acknowledged.

This report was prepared by the Pension Plans Section of the Business Finance Division of the Dominion Bureau of Statistics.

WALTER E. DUFFETT,

*Dominion Statistician*

October 1962

## PREFACE

The growth of pension plans in Canada over a period of approximately 20 years has been substantial. However, until quite recently no formal pension plan had been developed for the collection of statistics relating to the characteristics of these plans and to their operation. Dr. Robert M. Clark in his report in 1958 on the Economic Council for the Americas in Canada and the United States emphasized the need for extensive research on pension plans in Canada.

In 1958 the Dominion Bureau of Statistics realized that a regular program of surveys on pension plans was necessary. An Interdepartmental Committee on Pension Plans was set up within the Government to make recommendations on the type of pension statistics required and to examine proposals for obtaining the necessary information. The Committee was composed of representatives of various Divisions of the Dominion Bureau of Statistics, the House of Commons, and the Departments of Finance, Labour, National Health and Welfare, National Revenue and Trade and Commerce. Extensive work was given to a study of the statistical aspects of pension plans for which there was an immediate need. It was decided to conduct a survey of pension plans in 1957. The results of this survey are presented in this report.

## EFFECTIVE DATE

The effective date of this survey is November 1, 1960

There was also a demand for information of a general nature on all types of plans. In addition to the survey of pension plans, it was decided to conduct a survey of selected forms of a non-pension plan, and to determine the extent of coverage of the plans. The number of employees falling at various times over a period of a year and the total of employees and employer contributions made during the year. A copy of the survey results is appended to this report.

The response from employers and the information given about pension plans was excellent. The survey was conducted in a most efficient manner and the results are presented in this report.

This report was prepared by the Pension Plans Section of the Economic Statistics Division of the Dominion Bureau of Statistics.

WATSON L. BROWN

Director, Pension Plans

October 1962



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## SECTION 1

### DEFINITION OF A PENSION PLAN

A pension plan is generally defined as either:

- (1) An arrangement between an employer and its employees, or
- (2) An arrangement between a union and its members

for providing an income on retirement to each employee, or union member, as the case may be, who has by that time fulfilled certain requirements specified in the plan.

A pension plan either defines the amount that is to be contributed, or it contains a formula for determining the amount of each member's pension. Benefits may be purchased entirely by the employer, in which case the plan is described as being non-contributory. If the employee and the employer are both required to make contributions, the plan is said to be contributory.

A pension plan falling within the scope of this survey normally requires registration with the Department of National Revenue under the Income Tax Act.

The survey specifically excludes:

- (1) Any pension plan which is financed on a pay-as-you-go-basis.
- (2) Any Registered Retirement Savings Plan arrangement for a group of employees, whether or not the employer pays any part of the employee's premium.
- (3) Any profit sharing arrangement where the distribution of profits is not applied toward the purchase of pensions for its members.

## SECTION 2

### SURVEY REPORTING

Completed questionnaires were received from 8,501 reporting sources, which include the following types:

- (1) The employer
- (2) A Provincial department administering an Act, such as the British Columbia Municipal Superannuation Act, which covers municipalities in British Columbia.
- (3) A pension committee administering a plan on behalf of a group of employers, such as the Hospitals of Ontario Plan.
- (4) A cooperative society administering a plan on behalf of its member cooperatives, such as the Cooperative Superannuation Society in Saskatchewan.
- (5) A union, or a representative designated for the purpose of administering a plan for the benefit of union members, where a number of employers is involved in making payments under the plan for union members in their employ, such as the International Photo Engravers Union of North America.
- (6) A union administering a plan for its members where the member's contributions are included in his union dues and the union pays its share of the cost of the pension out of union funds. The employer of the member does not contribute to the cost of the pension.

In category (1), the plan may cover the employees of a single employer, or it may include the employees of a parent company and one or more of its affiliated, associated or subsidiary companies. The plans in categories (2) to (5) inclusive are commonly referred to as "industry wide" plans. For purposes of this survey, a plan falling in any of these five categories is counted as one plan.

From the 8,501 reporting sources there were received completed questionnaires on 8,920 plans. 7,975, or 89%, indicated that there was only one plan in effect for the employees. Membership in 6,243 of these plans was available to all types and classes of employees, while in the remaining 1,732 plans membership was restricted to a well-defined class of employees. (See Section 5, item 5). Returns were received on 945 plans from reporting sources which submitted reports on two or more plans. Two reporting sources submitted reports on 6 plans each, which was the maximum number from any one source.

There were 651 employers from which there was an indication that a plan was in effect for the employees, but who failed to report in the survey. It is estimated that the number of employees involved is 38,000, or an average of 58 per employer.

Table 1 shows the coverage of industry-wide plans.



**TABLE 1. Summary of Coverage of Industry Wide Plans**

Name of plan	Number of employers
Sanatorium Board of Manitoba .....	4
Manitoba Urban Association .....	9
Childrens Aid Societies in Ontario .....	16
United Cooperatives of Ontario .....	18
Maritime Cooperative Services .....	33
Hospitals of Ontario .....	159
B.C. Municipal Superannuation Act .....	166
Cooperative Superannuation Society (Saskatchewan) .....	315 <sup>1</sup>
25 union initiated plans .....	939 <sup>2</sup>
<b>Total</b> .....	<b>1,659</b>

<sup>1</sup> Membership covers cooperatives in Manitoba, Saskatchewan and Alberta.

<sup>2</sup> Includes 147 employers who have at least one other plan in effect.

### SECTION 3

#### DISTRIBUTION OF PLANS BY GEOGRAPHICAL LOCATION

Table 2 shows the distribution of plans on a geographical basis. The location of the office from which the report was forwarded to the Bureau deter-

mines the basis of distribution, although the report may also cover employees who are employed in one or more of the other provinces.

**TABLE 2. Geographical Distribution of Plans**

Province or territory	Number of plans	Percentage
Newfoundland .....	46	0.5
Prince Edward Island .....	32	0.4
Nova Scotia .....	217	2.4
New Brunswick .....	163	1.8
Quebec .....	1,428	16.0
Ontario .....	4,520	50.7
Manitoba .....	633	7.1
Saskatchewan .....	343	3.8
Alberta .....	647	7.2
British Columbia .....	844	9.5
Yukon .....	5	0.1
Outside Canada <sup>1</sup> .....	42	0.5
<b>Totals</b> .....	<b>8,920</b>	<b>100.0</b>

<sup>1</sup> Reports received from parent company in the United States.

# SECTION 4

## DISTRIBUTION OF PLANS BY NUMBER OF MEMBERS COVERED IN PLAN

TABLE 3. Distribution of Plans by Size

Number of members		Number of plans	Percentage
1 to	14 .....	5,037	56.5
15 "	49 .....	1,922	21.6
50 "	99 .....	691	7.7
100 "	199 .....	478	5.4
200 "	299 .....	206	2.3
300 "	399 .....	110	1.2
400 "	499 .....	98	1.1
500 "	599 .....	39	0.4
600 "	699 .....	42	0.5
700 "	799 .....	24	0.3
800 "	899 .....	21	0.2
900 "	999 .....	22	0.3
1,000 "	1,999 .....	101	1.1
2,000 "	2,999 .....	35	0.4
3,000 "	3,999 .....	26	0.3
4,000 "	4,999 .....	13	0.1
5,000 "	5,999 .....	10	} remainder totalling 55 for remainder
6,000 "	6,999 .....	7	
7,000 "	7,999 .....	2	
8,000 "	8,999 .....	3	
9,000 "	9,999 .....	4	
10,000 "	10,999 .....	4	
11,000 "	11,999 .....	5	
12,000 "	12,999 .....	3	
14,000 "	14,999 .....	3	
16,000 "	16,999 .....	1	
17,000 "	17,999 .....	2	} remainder totalling 55 for remainder
19,000 "	19,999 .....	1	
23,000 "	23,999 .....	1	
24,000 "	24,999 .....	1	
29,000 "	29,999 .....	1	
35,000 "	35,999 .....	1	
37,000 "	37,999 .....	1 <sup>1</sup>	
47,000 "	47,999 .....	1 <sup>2</sup>	
71,000 "	71,999 .....	1	
72,000 "	72,999 .....	1	
100,000 and over	.....	2 <sup>3</sup>	
<b>Totals</b> .....		<b>8,920</b>	<b>100.0</b>

<sup>1</sup> Quebec Teachers Plan.

<sup>2</sup> Ontario Teachers Plan.

<sup>3</sup> Canadian Forces Superannuation Act and Public Service Superannuation Act.

## SECTION 5

### EMPLOYEE PARTICIPATION IN PLANS

The survey obtained employee and membership data by sex from which the following information was obtained:

- (1) Number of employees on payroll.
- (2) Number of employee members of the plan.
- (3) Number of employees otherwise eligible to join the plan, but who voluntarily chose not to join.
- (4) Number of employees temporarily ineligible to join the plan, because of age and service requirements.
- (5) Number of employees permanently ineligible to join the plan because of an age restriction, or other factors, such as in plans where membership is limited to:

- (a) males
- (b) females
- (c) salaried employees
- (d) hourly-paid employees
- (e) sales force
- (f) union members
- (g) executives

Table 4 shows the employee and membership data for all plans in the survey.

Tables 5 and 6 show the employee and membership data for the contributory and non-contributory plans separately.

TABLE 4. Employee and Membership Data — All Plans

	Male	Percentage of male employees	Female	Percentage of female employees	Total	Percentage of all employees	Percentage of total	
							Male	Female
Members .....	1,421,857	73.8	393,165	52.8	1,815,022	67.9	78.3	21.7
Eligible employees who elected not to join .....	193,926	10.0	90,593	12.2	284,519	10.7	68.2	31.8
Employees temporarily ineligible to join .....	250,429	13.0	132,242	17.7	382,671	14.3	65.4	34.6
Employees permanently ineligible to join .....	61,462	3.2	129,050	17.3	190,512	7.1	32.3	67.7
<b>Total number of employees on payroll .....</b>	<b>1,927,674</b>	<b>100.0</b>	<b>745,050</b>	<b>100.0</b>	<b>2,672,724</b>	<b>100.0</b>	<b>72.1</b>	<b>27.9</b>

TABLE 5. Employee and Membership Data — Contributory Plans

	Male	Percentage of male employees	Female	Percentage of female employees	Total	Percentage of all employees	Percentage of total	
							Male	Female
Members .....	1,164,649	70.8	315,703	52.3	1,480,352	65.8	78.7	21.3
Eligible employees who elected not to join .....	193,926	11.8	90,593	15.0	284,519	12.6	68.2	31.8
Employees temporarily ineligible to join .....	221,540	13.4	101,744	16.9	323,284	14.4	68.5	31.5
Employees permanently ineligible to join .....	65,486	4.0	95,583	15.8	161,069	7.2	40.7	59.3
<b>Total number of employees on payroll .....</b>	<b>1,645,601</b>	<b>100.0</b>	<b>603,623</b>	<b>100.0</b>	<b>2,249,224</b>	<b>100.0</b>	<b>73.2</b>	<b>26.8</b>

TABLE 6. Employee and Membership Data — Non-contributory Plans

	Male	Percentage of male employees	Female	Percentage of female employees	Total	Percentage of all employees	Percentage of total	
							Male	Female
Members .....	295,614	66.0	82,443	43.7	378,057	59.4	78.2	21.8
Eligible employees who elected not to join .....	—	—	—	—	—	—	—	—
Employees temporarily ineligible to join .....	28,889	6.4	30,498	16.2	59,387	9.3	48.6	51.4
Employees permanently ineligible to join .....	123,712	27.6	75,575	40.1	199,287	31.3	62.1	37.9
<b>Total number of employees on payroll .....</b>	<b>448,215</b>	<b>100.0</b>	<b>188,516</b>	<b>100.0</b>	<b>636,731</b>	<b>100.0</b>	<b>70.4</b>	<b>29.6</b>



By combining similar entries in Tables 5 and 6, the resultant total corresponds with the entry in Table 4 with regard to:

- (1) Eligible employees who elected not to join.
- (2) Employees temporarily ineligible to join.

The total of the entries in Tables 5 and 6 for each of the remaining three items is greater than the corresponding entry in Table 4, because there is some duplication in each of these three items between Tables 5 and 6. For example, when an employer has two pension plans, one contributory and the other non-contributory, the number of employees of that company is included once in the total for Table 5 and again in the total for Table 6. However, in Table 4, which shows the data for all plans, the number of employees is counted only once in the total. There is double counting of members between Tables 5 and 6, where employees

are members of both the contributory and non-contributory plans. This duplication is not carried into Table 4.

The Labour Force survey for November 1960 revealed that there were 4,821,000 paid workers in the non-agricultural labour force in Canada where an employer-employee relationship existed. The strength of the armed services was 117,000. At that time there were 429,000 unemployed, most of whom were seeking jobs as paid workers. The total non-agricultural labour force is therefore 5,367,000.

Table 6 shows that 2,672,724 individuals were employed by employers who had installed a pension plan or plans for their employees. Of the total labour force with employee status, 50% were employed by employers who had a pension plan or plans in effect. These plans had 1,815,022 members, representing 34% of the labour force.

## SECTION 6

### TYPE OF BENEFIT

A pension plan either contains a formula for determining the amount of each member's pension, in which case it is designated as a unit benefit type of plan, or the plan defines the amount which is to be contributed, in which case it is classed as a money purchase type of plan.

Under the unit benefit type of plan, benefits can be determined in one of the following ways:

- (1) Final earnings—a percentage of the member's earnings at the time he retires, for each year of service.
- (2) Average final earnings—a percentage of average earnings during a designated number of years immediately prior to retirement, for each year of service.
- (3) Average best earnings—a percentage of average earnings during a designated period of best earnings, for each year of service.
- (4) Average earnings (career average)—a percentage of average earnings over the entire period of a member's participation in the plan, for each year of service.

Under the money purchase type of plan there is no pension formula. If the plan is contributory, the member and the employer each contribute either a stated dollar amount of premium, or a stated percentage of the member's earnings, but not necessarily the same amount or percentage by each. If the plan is non-contributory, there is no premium or contribution made by the member. In both cases, the pension is the amount of annuity purchased by the total of payments credited to the member.

Adaptations of these two main types of benefits are as follows:

- (1) Profit sharing pension plan—a money purchase type of plan. The employer allocates a percentage of profits to the plan, or a nominal percentage of the total payroll of the members of the plan if the employer is operating without a profit. The member may be required to contribute a stated percentage of his earnings.
- (2) Composite plan—a combination of a unit benefit type and a money purchase type of plan. The employer purchases a pension of the unit benefit type and the member contributes a stated percentage of his earnings which purchases an additional pension of the money purchase type.
- (3) Flat amount type of plan—the amount of pension is either a fixed dollar amount, or the unit of pension is a fixed dollar amount for each year of service.
- (4) In some plans the amount of pension is the greater of two amounts calculated by different formulae. For example, the basis of calculation could be either  $1\frac{1}{4}\%$  of average final earnings or 2% of average earnings (career average).

Tables 7 to 15 show the distribution of plans and of members by sex, for the various type of plans. In Tables 8 to 15 this distribution is given by the percentage of earnings which the employee contributes.

Table 7 reveals that 5,392, or more than 60% of the plans, are of the money purchase type, although they cover only 13% of the members. The

unit benefit type of plan based on average best earnings has 34% of the members, but in this category there are only 117, or 1.3% of the total number of plans.

Table 9 shows that, of the 270 plans of the unit benefit type based on average final earnings, 136, or 50%, have a formula which averages earnings over at least the last 10 years of employment. The number of members in these plans is 46% of

the total. The largest number of members, or 50%, is covered by a formula based on average earnings over the last 5 years of employment, with the number of plans in this category being 112, or 41% of the total.

From Tables 8 to 15 it is seen that 5% is the most common percentage of earnings which a member contributes. This was the rate in 6,262, or more than 70% of the plans, covering 31% of the members.

**TABLE 7. Type of Benefit - Summary**

Type of benefit	No. of plans	Per-centage	Male members	Per-centage	Female members	Per-centage	Total members	Per-centage
Unit benefit—Final earnings .....	28	0.3	10,126	0.7	667	0.2	10,793	0.6
Average final earnings ..	270	3.0	177,386	12.1	106,334	26.6	283,720	15.2
Average best earnings ..	117	1.3	521,195 <sup>1</sup>	35.6	111,100 <sup>1</sup>	27.8	632,295 <sup>1</sup>	34.0
Career average earnings	2,370	26.6	369,220	25.3	99,027	24.8	468,247	25.1
Money purchase .....	5,392	60.4	204,572	14.0	37,555	9.4	242,127	13.0
Profit sharing pension .....	211	2.4	19,287	1.3	4,329	1.1	23,616	1.3
Composite .....	121	1.4	16,154	1.1	8,670	2.2	24,824	1.3
Flat amount .....	411	4.6	145,268	9.9	31,791	7.9	177,059	9.5
<b>Totals .....</b>	<b>8,920</b>	<b>100.0</b>	<b>1,463,208<sup>2</sup></b>	<b>100.0</b>	<b>399,473<sup>3</sup></b>	<b>100.0</b>	<b>1,862,681<sup>4</sup></b>	<b>100.0</b>

<sup>1</sup> Includes Federal Government employees covered under the Public Service Superannuation Act and members of the armed forces, covered under the Canadian Forces Superannuation Act.

<sup>2</sup> Includes 41,351 males (1,463,208 - 1,421,857<sup>5</sup>) who are members of more than one plan.

<sup>3</sup> Includes 6,308 females (399,473 - 393,165<sup>5</sup>) who are members of more than one plan.

<sup>4</sup> Includes 47,659 members (1,862,681 - 1,815,022<sup>5</sup>) who are members of more than one plan.

<sup>5</sup> See Table 4 on page 10.

**TABLE 8. Unit Benefit—Final Earnings Type of Plan**

Employee contributions	No. of plans	Male members	Female members	Total members
No single fixed percentage .....	5	93	15	108
3½% or less .....	2	40	1	41
4% .....	2	56	2	58
4½% .....	—	—	—	—
5% .....	10	213	24	237
5½% .....	—	—	—	—
6% .....	3	9,120	19	9,139
6½% .....	—	—	—	—
7% .....	—	—	—	—
7½% or more .....	—	—	—	—
Non-contributory .....	6	604	606	1,210
<b>Totals .....</b>	<b>28</b>	<b>10,126</b>	<b>667</b>	<b>10,793</b>



**TABLE 9. Unit Benefit - Average Final Earnings Type of Plan**

Employee contributions	Over last year			Over last 2, 3 and 4 years			Over last 5 years		
	No. of plans	Male members	Female members	No. of plans	Male members	Female members	No. of plans	Male members	Female members
No single fixed percentage	1	47	1	4	3,805	2,596	10	4,946	510
3½% or less .....							6	1,747	504
4% .....				1	3	2	12	7,641	629
4½% .....							1	29	19
5% .....	3	16	1	5	616	175	44	39,028	36,285
5½% .....							3	4,645	3,192
6% .....				2	7	—	11	12,208	180
6½% .....									
7% .....							1	2,315	31
7½% or more .....									
Non-contributory .....	1	2,040	904	2	23	4	24	20,473	7,260
<b>Totals</b> .....	<b>5</b>	<b>2,103</b>	<b>906</b>	<b>14</b>	<b>4,454</b>	<b>2,777</b>	<b>112</b>	<b>93,032</b>	<b>48,610</b>
Total members .....		3,009			7,231			141,642	
	Over last 6, 7, 8 and 9 years			Over last 10 (or more) years			Totals		
	No. of plans	Male members	Female members	No. of plans	Male members	Female members	No. of plans	Male members	Female members
No single fixed percentage	1	305	171	19	17,039	10,033	35	26,142	13,311
3½% or less .....	2	1,310	180	6	492	276	14	3,549	960
4% .....				8	947	87	21	8,591	718
4½% .....				1	54	4	2	83	23
5% .....				32	5,967	1,400	84	45,627	37,861
5½% .....				2	531	365	5	5,176	3,557
6% .....				8	18,512	33,453	21	30,727	33,633
6½% .....									
7% .....				1	417	—	2	2,732	31
7½% or more .....									
Non-contributory .....				59	32,223	8,072	86	54,759	16,240
<b>Totals</b> .....	<b>3</b>	<b>1,615</b>	<b>351</b>	<b>136</b>	<b>76,182</b>	<b>53,690</b>	<b>270</b>	<b>177,386</b>	<b>106,334</b>
Total members .....		1,966			129,872			283,720	



**TABLE 10. Unit Benefit - Average Best Earnings Type of Plan**

Employee contributions	Over best 3 years			Over best 5 years		
	No. of plans	Male members	Female members	No. of plans	Male members	Female members
No single fixed percentage	1	607	658	6	5,149	5,349
3½% or less .....				10	4,324	559
4% .....	1	15,621	762	5	958	148
4½% .....						
5% .....	3	414	186	27	80,812	14,660
5½% .....	2	2,890	785	2	1,126	659
6% .....	1	19,720	9,280	6	71,954	4,748
6½% .....						
7% .....						
7½% or more .....				1	94	27
Non-contributory .....	1	3	—	17	51,823	25,902
<b>Totals .....</b>	<b>9</b>	<b>39,255</b>	<b>11,671</b>	<b>74</b>	<b>216,240</b>	<b>52,052</b>
Total members .....		50,926			268,292	

	Over best 6 years			Over best 10 (or more) years			Totals		
	No. of plans	Male members	Female members	No. of plans	Male members	Female members	No. of plans	Male members	Female members
No single fixed percentage	1	122,812 <sup>1</sup>	38,537 <sup>1</sup>	5	6,507	4,354	13	135,075	48,898
3½% or less .....				1	3	3	11	4,327	562
4% .....							6	16,579	910
4½% .....									
5% .....				12	3,314	231	42	84,540	15,077
5½% .....							4	4,016	1,444
6% .....	3	122,692 <sup>2</sup>	2,489 <sup>2</sup>	2	2,984	482	12	217,350	16,999
6½% .....									
7% .....									
7½% or more .....							1	94	27
Non-contributory .....				10	7,388	1,281	28	59,214	27,183
<b>Totals .....</b>	<b>4</b>	<b>245,504</b>	<b>41,026</b>	<b>30</b>	<b>20,196</b>	<b>6,351</b>	<b>117</b>	<b>521,195</b>	<b>111,100</b>
Total members .....		286,530			26,547			632,295	

<sup>1</sup> Federal Government employees covered under Public Service Superannuation Act.

<sup>2</sup> Includes members of the armed forces covered under the Canadian Forces Superannuation Act.

**TABLE 11. Unit Benefit- Average Earnings (Career Average) Type of Plan**

Employee contributions	No. of plans	Male members	Female members	Total members
No single fixed percentage .....	89	15,521	4,628	20,149
3½% or less .....	164	54,917	9,822	64,739
4% .....	173	73,121	8,089	81,210
4½% .....	41	7,334	1,242	8,576
5% .....	1,641	170,548	52,702	223,250
5½% .....	11	4,401	337	4,738
6% .....	97	13,586	9,446	23,032
6½% .....	—	—	—	—
7% .....	5	382	29	411
7½% or more .....	9	2,077	58	2,135
Non-contributory .....	140	27,333	12,674	40,007
<b>Totals .....</b>	<b>2,370</b>	<b>369,220</b>	<b>99,027</b>	<b>468,247</b>

**TABLE 12. Money Purchase Type of Plan**

Employee contributions	No. of plans	Male members	Female members	Total members
No single fixed percentage .....	214	26,453	3,749	30,202
3½% or less .....	221	9,317	1,219	10,536
4% .....	248	15,609	2,979	18,588
4½% .....	19	2,479	213	2,692
5% .....	4,252	116,252	25,246	141,498
5½% .....	16	88	9	97
6% .....	199	2,726	532	3,258
6½% .....	5	169	57	226
7% .....	39	952	120	1,072
7½% or more .....	69	1,693	154	1,847
Non-contributory .....	110	28,834	3,277	32,111
<b>Totals .....</b>	<b>5,392</b>	<b>204,572</b>	<b>37,555</b>	<b>242,127</b>

**TABLE 13. Profit Sharing Type of Pension Plan**

Employee contributions	No. of plans	Male members	Female members	Total members
No single fixed percentage .....	15	2,737	851	3,588
3½% or less .....	20	3,469	785	4,254
4% .....	9	801	357	1,158
4½% .....	—	—	—	—
5% .....	115	7,654	1,485	9,139
5½% .....	—	—	—	—
6% .....	1	31	2	33
6½% .....	—	—	—	—
7% .....	1	7	2	9
7½% or more .....	1	12	—	12
Non-contributory .....	49	4,576	847	5,423
<b>Totals .....</b>	<b>211</b>	<b>19,287</b>	<b>4,329</b>	<b>23,616</b>

TABLE 14. Composite Type of Plan

Employee contributions	No. of plans	Male members	Female members	Total members
No single fixed percentage .....	11	320	256	576
3½% or less .....	11	1,189	158	1,347
4% .....	8	1,018	441	1,459
4½% .....	3	118	89	207
5% .....	82	13,311	7,599	20,910
5½% .....	2	129	37	166
6% .....	4	69	90	159
6½% .....	—	—	—	—
7% .....	—	—	—	—
7½% or more .....	—	—	—	—
Non-contributory .....	—	—	—	—
<b>Totals .....</b>	<b>121</b>	<b>16,154</b>	<b>8,670</b>	<b>24,824</b>

TABLE 15. Flat Amount Type of Plan

Employee contributions	No. of plans	Male members	Female members	Total members
No single fixed percentage .....	116	7,362	198	7,560
3½% or less .....	8	2,318	18	2,336
4% .....	6	599	74	673
4½% .....	—	—	—	—
5% .....	36	217	55	272
5½% .....	—	—	—	—
6% .....	1	5,764	8,307	14,071
6½% .....	—	—	—	—
7% .....	—	—	—	—
7½% or more .....	43	6,990	430	7,420
Non-contributory .....	201	122,018	22,709	144,727
<b>Totals .....</b>	<b>411</b>	<b>145,268</b>	<b>31,791</b>	<b>177,059</b>

## SECTION 7

### VESTING

The employer can make provision in the plan for an employee who dies or whose services are terminated before retirement to be credited with all or a portion of the contributions made by the employer on his behalf. In this survey we are concerned with the conditions under which these employer contributions vest on termination of service.

The various degrees of vesting are as follows:

- (1) None.
- (2) Immediate — all employer contributions are vested in the employee at the time they are paid.

(3) Deferred sudden — there is no vesting of employer contributions until the employee has fulfilled certain conditions, at which time all the employer contributions vest in the employee.

(4) Deferred graduated — partial vesting commences when certain conditions are fulfilled, with the scale of vesting being graduated uniformly or in unequal increments until vesting is complete. There is a modification of this method of vesting where there is immediate partial vesting at the time the employee joins the plan.



In establishing the conditions to be satisfied for purposes of vesting, one or more of the following factors is chosen:

- (1) Years of service with the employer, which includes service prior to becoming a member of the plan.
- (2) Years of participation in the plan.
- (3) Attained age of the employee when termination of employment takes places.

Table 16 gives the distribution by number of plans, and by number of members by sex, of the various types of vesting formula. In 32.8% of the plans, vesting was based on years of service with the employer, with 41.3% of the members being covered. There were 31.1% of the members covered under plans which did not provide for any vesting of employer contributions on termination of service. The number of plans with no vesting is 330 or 3.7% of the total.

**TABLE 16. Type of Vesting - Summary**

Type of vesting	No. of plans	Per-centage	Male members	Per-centage	Female members	Per-centage	Total members	Per-centage
None .....	330	3.7	428,231	29.3	150,430	37.7	578,661	31.1
Immediate .....	2,612	29.3	72,748	5.0	15,405	3.8	88,153	4.7
Years of service only .....	2,925	32.8	610,225 <sup>1</sup>	41.7	158,864 <sup>1</sup>	39.8	769,089 <sup>1</sup>	41.3
Years of participation only .....	2,334	26.1	131,535	9.0	23,353	5.8	154,888	8.3
Age .....	9	0.1	311	—	257	0.1	568	—
Combination of service, participation, or age .....	710	8.0	220,158	15.0	51,164	12.8	271,322	14.6
<b>Totals .....</b>	<b>8,920</b>	<b>100.0</b>	<b>1,463,208</b>	<b>100.0</b>	<b>399,473</b>	<b>100.0</b>	<b>1,862,681</b>	<b>100.0</b>

<sup>1</sup> Includes Federal Government employees covered under the Public Service Superannuation Act and members of the armed forces covered under the Canadian Forces Superannuation Act.

Table 17 gives a detailed breakdown of the 2,925 plans where the scale of vesting depends upon the number of years of service with the employer at date of termination of employment. The table shows the distribution by number of plans, and by number of members by sex, based on the number of years of service required for vesting to be complete, and the number of steps involved from the time graduated vesting commences. Where the number of steps is indicated as 1, there is deferred sudden vesting for the specified number of years of service.

The table shows that in most of the plans where vesting is determined in accordance with years of service, vesting of employer contributions is not complete until the member has been in the service of the employer for 20 years. 1,484 or more than 50% of these plans are in this category, covering 40.7% of the members. Of these members, 53.2% are not subject to graduated vesting, and thus do not acquire any vested rights until they have completed the 20 years of employment. These members are covered in 355, or 23.9% of the plans in the 20 year vesting group.

**TABLE 17. Vesting Based on Years of Service with the Employer**

No. of years of service	No. of steps required	No. of plans	Per-centage	Male members	Per-centage	Female members	Per-centage	Total members	Per-centage
2 .....	1	1	—	12	—	2	—	14	—
3 .....	1	6	0.2	219	—	77	0.1	296	0.1
4 .....	1	1	—	7	—	12	—	19	—
5 .....	1	75	—	126,809 <sup>1</sup>	—	39,283 <sup>1</sup>	—	166,092 <sup>1</sup>	—
	2	1	—	9	—	1	—	10	—
	4	2	—	6	—	10	—	16	—
	5	4	—	26	—	—	—	26	—
	6	1	—	9	—	1	—	10	—
	10	1	—	4	—	—	—	4	—
<b>Totals .....</b>		<b>84</b>	<b>2.9</b>	<b>126,863</b>	<b>20.8</b>	<b>39,295</b>	<b>24.8</b>	<b>166,158</b>	<b>21.6</b>
6 .....	1	4	—	198	—	25	—	223	—
	5	2	—	9	—	10	—	19	—
	6	3	—	135	—	17	—	152	—
<b>Totals .....</b>		<b>9</b>	<b>0.3</b>	<b>342</b>	<b>0.1</b>	<b>52</b>	<b>—</b>	<b>394</b>	<b>0.1</b>

See footnote at end of table.

TABLE 17. Vesting Based on Years of Service with the Employer - Continued

No. of years of service	No. of steps required	No. of plans	Percent-age	Male members	Percent-age	Female members	Percent-age	Total members	Percent-age
7	1 4 5 7	4 1 2 1		66 2 43 2		5 3 3 —		71 5 46 2	
<b>Totals</b>		<b>8</b>	<b>0.3</b>	<b>113</b>	<b>—</b>	<b>11</b>	<b>—</b>	<b>124</b>	<b>—</b>
8	1 6 7	1 3 1		50 31 21		3 11 2		53 42 23	
<b>Totals</b>		<b>5</b>	<b>0.2</b>	<b>102</b>	<b>—</b>	<b>16</b>	<b>—</b>	<b>118</b>	<b>—</b>
9	5 8	8 1		141 5		20 —		161 5	
<b>Totals</b>		<b>9</b>	<b>0.3</b>	<b>146</b>	<b>—</b>	<b>20</b>	<b>—</b>	<b>166</b>	<b>—</b>
10	1 2 3 4 5 6 7 8 9 10 11	317 11 7 2 22 96 1 8 7 64 1		146, 137 <sup>2</sup> 527 59 91 1, 113 1, 971 96 140 137 1, 869 82		7, 144 <sup>2</sup> 62 11 10 126 623 8 45 18 352 7		153, 281 <sup>2</sup> 589 70 101 1, 239 2, 594 104 185 155 2, 221 89	
<b>Totals</b>		<b>536</b>	<b>18.3</b>	<b>152, 222</b>	<b>25.0</b>	<b>8, 406</b>	<b>5.3</b>	<b>160, 628</b>	<b>20.9</b>
11	1 4 10	3 1 13		149 4 682		65 7 124		214 11 806	
<b>Totals</b>		<b>17</b>	<b>0.6</b>	<b>835</b>	<b>0.2</b>	<b>196</b>	<b>0.1</b>	<b>1, 031</b>	<b>0.1</b>
12	1 8 10	6 1 4		374 9 244		51 — 46		425 9 290	
<b>Totals</b>		<b>11</b>	<b>0.4</b>	<b>627</b>	<b>0.1</b>	<b>97</b>	<b>0.1</b>	<b>724</b>	<b>0.1</b>
13	9 10	2 2		103 23		18 4		121 27	
<b>Totals</b>		<b>4</b>	<b>0.1</b>	<b>126</b>	<b>—</b>	<b>22</b>	<b>—</b>	<b>148</b>	<b>—</b>
14	1 5 6 9 10 13	2 4 1 1 40 1		1 477 19 2, 185 640 11		1 23 2 591 210 —		2 500 21 2, 776 850 11	
<b>Totals</b>		<b>49</b>	<b>1.7</b>	<b>3, 333</b>	<b>0.6</b>	<b>827</b>	<b>0.5</b>	<b>4, 160</b>	<b>0.6</b>
15	1 2 3 4 5 6 7 8 9 10 11 12 13 15	182 10 32 9 31 98 1 1 1 111 44 1 1 7		53, 959 496 914 72 5, 066 7, 477 19 5 1 10, 928 3, 708 22 10 1, 370		14, 475 54 239 7 823 2, 142 31 3 — 1, 627 771 85 — 274		68, 434 550 1, 153 79 5, 889 9, 619 50 8 1 12, 555 4, 479 107 10 1, 644	
<b>Totals</b>		<b>529</b>	<b>18.1</b>	<b>84, 047</b>	<b>13.8</b>	<b>20, 531</b>	<b>12.9</b>	<b>104, 578</b>	<b>13.6</b>

See footnote at end of table.

TABLE 17. Vesting Based on Years of Service with the Employer — Continued

No. of years of service	No. of steps required	No. of plans	Percent-age	Male members	Percent-age	Female members	Percent-age	Total members	Percent-age
16 .....	1	2		7		11		18	
	4	1		5		—		5	
	5	1		8		10		18	
	10	1		14		1		15	
<b>Totals .....</b>		<b>5</b>	<b>0.2</b>	<b>34</b>	<b>—</b>	<b>22</b>	<b>—</b>	<b>56</b>	<b>—</b>
17 .....	1	2		62		8		70	
	10	2		67		19		86	
<b>Totals .....</b>		<b>4</b>	<b>0.1</b>	<b>129</b>	<b>—</b>	<b>27</b>	<b>—</b>	<b>156</b>	<b>—</b>
18 .....	4	1		19		3		22	
	8	1		11		1		12	
	11	1		6		36		42	
	13	1		38		25		63	
<b>Totals .....</b>		<b>4</b>	<b>0.1</b>	<b>74</b>	<b>—</b>	<b>65</b>	<b>0.1</b>	<b>139</b>	<b>—</b>
19 .....	1	1		36		1		37	
	3	1		6		2		8	
	6	1		7		13		20	
	9	1		28		7		35	
	10	115		12,082		1,914		13,996	
	15	2		24		1		25	
<b>Totals .....</b>		<b>121</b>	<b>4.2</b>	<b>12,183</b>	<b>2.0</b>	<b>1,938</b>	<b>1.2</b>	<b>14,121</b>	<b>1.8</b>
20 .....	1	355		107,109		59,326		166,435	
	2	14		1,156		251		1,407	
	3	92		11,094		5,098		16,192	
	4	73		3,174		420		3,594	
	5	15		958		144		1,102	
	6	60		3,806		1,231		5,037	
	7	3		1,223		37		1,260	
	9	2		111		109		220	
	10	597		45,942		7,808		53,750	
	11	176		40,718		9,662		50,380	
	12	4		140		64		204	
	13	1		15		1		16	
	14	2		118		4		122	
	15	18		4,515		1,134		5,649	
	16	37		3,344		410		3,754	
	18	5		381		21		402	
	19	2		418		373		791	
	20	28		1,783		602		2,385	
<b>Totals .....</b>		<b>1,484</b>	<b>50.7</b>	<b>226,005</b>	<b>37.0</b>	<b>86,695</b>	<b>54.6</b>	<b>312,700</b>	<b>40.7</b>
21 .....	10	1		7		1		8	
	11	1		38		6		44	
	17	1		4		—		4	
<b>Totals .....</b>		<b>3</b>	<b>0.1</b>	<b>49</b>	<b>—</b>	<b>7</b>	<b>—</b>	<b>56</b>	<b>—</b>
24 .....	10	4	0.1	61	—	11	—	72	—
25 .....	1	5		403		135		538	
	3	3		222		19		241	
	4	3		125		44		169	
	5	1		8		—		8	
	10	4		519		46		565	
	11	2		912		232		1,144	
	16	1		10		2		12	
	20	4		108		13		121	
	25	1		99		5		104	
<b>Totals .....</b>		<b>24</b>	<b>0.8</b>	<b>2,406</b>	<b>0.4</b>	<b>496</b>	<b>0.3</b>	<b>2,902</b>	<b>0.4</b>
26 .....	3	1		139		7		146	
	6	1		69		1		70	
<b>Totals .....</b>		<b>2</b>	<b>0.1</b>	<b>208</b>	<b>—</b>	<b>8</b>	<b>—</b>	<b>216</b>	<b>—</b>



**TABLE 17. Vesting Based on Years of Service with the Employer — Concluded**

No. of years of service	No. of steps required	No. of plans	Percent-age	Male members	Percent-age	Female members	Percent-age	Total members	Percent-age
30 .....	1	1		25		17		42	
	15	1		23		7		30	
<b>Totals .....</b>		<b>2</b>	<b>0.1</b>	<b>48</b>	<b>—</b>	<b>24</b>	<b>—</b>	<b>72</b>	<b>—</b>
34 .....	25	1	—	8	—	—	—	8	—
35 .....	4	1		6		6		12	
	31	1		20		1		21	
<b>Totals .....</b>		<b>2</b>	<b>0.1</b>	<b>26</b>	<b>—</b>	<b>7</b>	<b>—</b>	<b>33</b>	<b>—</b>
<b>Aggregate totals .....</b>		<b>2,925</b>	<b>100.0</b>	<b>610,225</b>	<b>100.0</b>	<b>158,864</b>	<b>100.0</b>	<b>769,089</b>	<b>100.0</b>

<sup>1</sup> Includes Federal Government employees covered under the Public Service Superannuation Act.

<sup>2</sup> Includes members of the armed forces covered under the Canadian Forces Superannuation Act.

Table 18 gives a detailed breakdown of the 2,334 plans where the scale of vesting depends upon the number of years of participation in the plan at date of termination of employment. The table shows the distribution by number of plans, and by number of members by sex based on the number of years of participation required for vesting to be complete, and the number of steps involved from the time graduated vesting commences. Where the number of steps is indicated as 1, there is deferred sudden vesting for the specified number of years of participation.

The table shows that in most of the plans where vesting is determined in accordance with years of participation, vesting of employer contributions is not complete until the member has participated in the plan for 20 years. 992, or 42.5% of these plans are in this category, covering 30.2% of the members. Of the members of these plans, 36.6% are subject to graduated vesting in 10 steps, with the number of plans being 529, or 53.3% of the plans in the 20 year vesting group. The majority of plans in this category commence vesting at 10% with 11 years of participation, increasing at the rate of 10% for each additional year of participation, up to 100% for 20 years of participation.

**TABLE 18. Vesting Based on Years of Participation in the Plan**

No. of years of participation	No. of steps required	No. of plans	Percent-age	Male members	Percent-age	Female members	Percent-age	Total members	Percent-age
1 .....	1	1	—	1	—	—	—	1	—
2 .....	1	7	0.3	135	0.1	16	0.1	151	0.1
3 .....	1	9		122		120		242	
	3	1		109		38		147	
<b>Totals .....</b>		<b>10</b>	<b>0.4</b>	<b>231</b>	<b>0.2</b>	<b>158</b>	<b>0.7</b>	<b>389</b>	<b>0.2</b>
4 .....	1	2		26		3		29	
	4	1		75		12		87	
<b>Totals .....</b>		<b>3</b>	<b>0.1</b>	<b>101</b>	<b>0.1</b>	<b>15</b>	<b>0.1</b>	<b>116</b>	<b>0.1</b>
5 .....	1	136		8,851		1,492		10,343	
	2	3		19		4		23	
	3	1		8		—		8	
	4	1		86		16		102	
	5	21		346		54		400	
	6	2		153		7		160	
	10	1		5		1		6	
	11	1		21		8		29	
<b>Totals .....</b>		<b>166</b>	<b>7.1</b>	<b>9,489</b>	<b>7.2</b>	<b>1,582</b>	<b>6.8</b>	<b>11,071</b>	<b>7.1</b>
6 .....	1	2		195		44		239	
	2	1		10		—		10	
	5	1		6		—		6	
<b>Totals .....</b>		<b>4</b>	<b>0.2</b>	<b>211</b>	<b>0.2</b>	<b>44</b>	<b>0.2</b>	<b>255</b>	<b>0.2</b>

TABLE 18. Vesting Based on Years of Participation in the Plan - Continued

No. of years of participation	No. of steps required	No. of plans	Percent- age	Male members	Percent- age	Female members	Percent- age	Total members	Percent- age
7 .....	1 5 7	7 2 1		120 5 1		29 5 1		149 10 2	
Totals .....		10	0.4	126	0.1	35	0.1	161	0.1
8 .....	1 5 8	1 1 2		1 11 46		4 1 25		5 12 71	
Totals .....		4	0.2	58	—	30	0.1	88	0.1
9 .....	1 5 8	1 5 1		50 41 4		4 8 1		54 49 5	
Totals .....		7	0.3	95	0.1	13	0.1	108	0.1
10 .....	1 2 3 4 5 6 7 8 9 10 11	265 20 4 6 31 88 4 3 1 157 5		12,031 228 47 118 394 2,798 801 14 4 6,415 78		2,034 18 12 108 95 715 234 14 — 974 20		14,065 246 59 226 489 3,513 1,035 28 4 7,389 98	
Totals .....		584	25.0	22,928	17.4	4,224	18.1	27,152	17.5
11 .....	1 2 5 9 10 11	1 1 1 1 18 1		3 24 26 1 450 4		— 9 2 — 55 1		3 33 28 1 505 5	
Totals .....		23	1.0	508	0.4	67	0.3	575	0.4
12 .....	1 8 10 12	3 3 3 1		15,633 18 637 6		774 — 22 1		16,407 18 659 7	
Totals .....		10	0.4	16,294	12.4	797	3.4	17,091	11.0
13 .....	6 9 10	1 2 1		13 23 79		1 6 6		14 29 85	
Totals .....		4	0.2	115	0.1	13	0.1	128	0.1
14 .....	1 5 6 10 14	2 5 1 50 1		24 420 36 822 7		3 173 8 194 2		27 593 44 1,016 9	
Totals .....		59	2.5	1,309	1.0	380	1.6	1,689	1.1
15 .....	1 2 3 4 5 6 8 10 11 12 13 14 15 16	69 6 20 3 29 73 2 93 25 1 1 1 2 3		7,633 479 201 42 2,227 15,326 17 5,293 1,521 13 7 70 76 16		1,015 60 47 1 492 2,066 4 974 221 1 3 2 3 4		8,648 539 248 43 2,719 17,392 21 6,267 1,742 14 10 72 79 20	
Totals .....		328	14.1	32,921	25.0	4,893	20.9	37,814	24.4
16 .....	11	1	0.1	3	—	—	—	3	—



**TABLE 18. Vesting Based on Years of Participation in the Plan — Concluded**

No. of years of participation	No. of steps required	No. of plans	Percent-age	Male members	Percent-age	Female members	Percent-age	Total members	Percent-age
17 .....	5	1		13		5		18	
	8	1		10		1		11	
	10	3		108		136		244	
	16	1		130		6		136	
	17	1		34		11		45	
<b>Totals .....</b>		<b>7</b>	<b>0.3</b>	<b>295</b>	<b>0.2</b>	<b>159</b>	<b>0.7</b>	<b>454</b>	<b>0.3</b>
18 .....	6	1		3		3		6	
	10	2		161		4		165	
	13	1		8		1		9	
	17	1		23		22		45	
<b>Totals .....</b>		<b>5</b>	<b>0.2</b>	<b>195</b>	<b>0.1</b>	<b>30</b>	<b>0.1</b>	<b>225</b>	<b>0.1</b>
19 .....	3	1		286		13		299	
	10	92		2,027		1,028		3,055	
	11	1		4		1		5	
	17	1		6		4		10	
	20	1		7		1		8	
<b>Totals .....</b>		<b>96</b>	<b>4.1</b>	<b>2,330</b>	<b>1.8</b>	<b>1,047</b>	<b>4.5</b>	<b>3,377</b>	<b>2.2</b>
20 .....	1	119		7,990		2,188		10,178	
	2	30		171		164		335	
	3	23		3,648		462		4,110	
	4	53		1,240		163		1,403	
	5	15		295		91		386	
	6	24		1,960		185		2,145	
	7	1		25		8		33	
	9	1		3		1		4	
	10	529		14,567		3,097		17,664	
	11	94		5,098		1,287		6,385	
	12	2		91		6		97	
	14	1		5		—		5	
	15	13		292		39		331	
	16	51		1,708		478		2,186	
	17	1		57		9		66	
	18	2		1,859		690		2,549	
	19	1		3		4		7	
	20	32		747		62		809	
<b>Totals .....</b>		<b>992</b>	<b>42.5</b>	<b>39,759</b>	<b>30.2</b>	<b>8,934</b>	<b>38.3</b>	<b>48,693</b>	<b>31.4</b>
21 .....	10	3	0.1	690	0.5	664	2.8	1,354	0.9
24 .....	20	3	0.1	111	0.1	12	—	123	0.1
25 .....	1	1		21		—		21	
	15	1		166		10		176	
	16	2		3,423		229		3,652	
	20	2		16		1		17	
<b>Totals .....</b>		<b>6</b>	<b>0.3</b>	<b>3,626</b>	<b>2.8</b>	<b>240</b>	<b>1.0</b>	<b>3,866</b>	<b>2.5</b>
30 .....	20	1	0.1	4	—	—	—	4	—
<b>Aggregate totals .....</b>		<b>2,334</b>	<b>100.0</b>	<b>131,535</b>	<b>100.0</b>	<b>23,353</b>	<b>100.0</b>	<b>154,888</b>	<b>100.0</b>

Table 19 shows a breakdown of those plans which contained a vesting formula based on a combination of service, participation and age requirements. The details of the four categories in the table are as follows:

Item 1 includes:

- (a) a combination of service **and** age.
- (b) a combination of participation **and** age.

Item 2 includes:

- (a) a combination of service **or** age.
- (b) a combination of participation **or** age.

Item 3 includes the combinations in items 1 and 2 where there was no indication on the questionnaire as to whether the vesting formula in the plan was based on item 1 or on item 2.

Item 4 includes:

- (a) a three-way combination of service and/or participation and/or age.
- (b) miscellaneous formulae not based on service, participation or age.

TABLE 19. Vesting Based on Combination of Types

Item	No. of plans	Percent-age	Male members	Percent-age	Female members	Percent-age	Total members	Percent-age
1 .....	340	47.9	145,328	66.0	29,762	58.2	175,090	64.5
2 .....	115	16.2	14,628	6.6	2,897	5.7	17,525	6.5
3 .....	128	18.0	32,906	15.0	11,019	21.5	43,925	16.2
4 .....	127	17.9	27,296	12.4	7,486	14.6	34,782	12.8
<b>Totals</b> .....	<b>710</b>	<b>100.0</b>	<b>220,158</b>	<b>100.0</b>	<b>51,164</b>	<b>100.0</b>	<b>271,322</b>	<b>100.0</b>

## SECTION 8

### ELIGIBILITY

Some plans do not impose any restrictions on employees in order to be eligible to join the plan. An employee may join such a plan at the time he becomes employed.

However, in the majority of plans an employee must fulfil certain requirements before he can apply to join the plan. Conditions of eligibility fall within the following categories:

- (1) The completion of a designated period of service.
- (2) The attainment of a stated minimum age.
- (3) The completion of a designated period of service and the attainment of a stated minimum age.
- (4) The completion of a designated period of service or the attainment of a stated minimum age.

A number of plans have an added restriction which sets an upper age limit beyond which an employee may not join the plan. In some plans this could constitute the only restriction on membership in the plan.

Tables 20 to 27 give a breakdown by number of plans and by number of members by sex, of the various type of eligibility clause. Since the questionnaire did not distinguish between categories (3) and (4) above, Tables 20, 23, 25 and 27 indicate that either type of eligibility clause could be involved. If a plan confines membership to males or females solely, the plan is shown as having no restrictions with respect to the excluded sex in the section of Table 20 related to that sex.

Table 20 shows that 2,516, or 28.2% of the plans imposed eligibility conditions on male employees based solely on years of service, covering 16.9% of the male members. The greatest number of male members, or 42.4% of the total, were not subject to any eligibility restrictions. 2,280, or 25.6% of the plans imposed eligibility conditions on female employees based solely on years of service, covering 14.4% of the female members. The greatest number of female members, or 52.8% of the total were not subject to any eligibility restrictions.

Table 21 indicates that, in plans where eligibility is based solely on years of service, the majority of these plans permitted an employee to join after completing 1 year of service, whether male or female.

Table 22 reveals that, in plans where eligibility is based solely on the attainment of a minimum age, most of the plans allowed an employee to join upon reaching the age of 21, whether male or female. The greatest number of male members could join at this age, but the age at which the majority of female members could join was 25.

From Table 23 it is seen that, in plans where eligibility is based on years of service and/or a minimum age, the most frequent combination for both males and females was 1 year of service and/or the attainment of age 21.

Table 24 shows that, in plans where eligibility is based solely on an upper age limit, most of the plans established age 55 as the maximum age for both males and females. The greatest number of male members could not join after reaching the age of 40, while for females the maximum age for joining was 55.

Table 25 reveals that, in plans where eligibility is based on a period of service and/or a maximum age, most of the plans set 1 year of service and/or a maximum age of 60 for males, and 1 year of service and/or a maximum age of 55 for females. The greatest number of members were subject to a 1 year period of service and/or a maximum age of 55 for both males and females.

In Table 26 it is seen that, in plans where eligibility is based on a minimum and a maximum age, the majority of plans established ages 21 and 55 as the limits for males, and ages 25 and 55 for females. The greatest number of members were subject to age limits of 21 and 60 for both males and females.

Table 27 shows that, in plans where eligibility is based on years of service and/or a minimum and a maximum age, most of the plans set 1 year of service and/or age limits of 21 and 50 to 59 for males, and 5 years of service and/or age limits of 30 and 50 to 59 for females. The greatest number of male members were subject to conditions of 1 year of service and/or age limits of 21 and 60 to 69, while the conditions for females were 1 year of service and/or age limits of 30 and 40 to 49.



TABLE 20. Type of Eligibility Clause - Summary

Type of clause	Males				Females			
	No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
No restrictions .....	1, 151	12.9	620, 265 <sup>1</sup>	42.4	1, 451	16.3	210, 765 <sup>1</sup>	52.8
Years of service .....	2, 516	28.2	247, 688	16.9	2, 280	25.6	57, 409	14.4
Minimum age .....	211	2.4	16, 525	1.1	209	2.3	3, 322	0.8
Service and/or minimum age ..	1, 866	20.9	128, 924	8.8	1, 927	21.6	32, 053	8.0
Maximum age .....	132	1.5	158, 551	10.8	123	1.4	29, 651	7.4
Service and/or maximum age ..	589	6.6	102, 975	7.0	507	5.7	26, 741	6.7
Minimum and maximum age ....	233	2.6	27, 888	1.9	206	2.3	5, 444	1.4
Service and/or minimum and maximum age .....	2, 222	24.9	160, 392	11.0	2, 217	24.8	34, 088	8.5
<b>Totals .....</b>	<b>8, 920</b>	<b>100.0</b>	<b>1, 463, 208</b>	<b>100.0</b>	<b>8, 920</b>	<b>100.0</b>	<b>399, 473</b>	<b>100.0</b>

<sup>1</sup> Includes Federal Government employees covered under the Public Service Superannuation Act and members of the armed forces covered under the Canadian Forces Superannuation Act.

TABLE 21. Eligibility Based on Years of Service

No. of years of service	Males				Females			
	No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
1 .....	1, 262	50.1	131, 007	52.9	1, 062	46.6	30, 232	52.7
2 .....	657	26.1	39, 297	15.9	566	24.8	15, 433	26.9
3 .....	291	11.6	30, 309	12.2	267	11.7	2, 300	4.0
4 .....	23	0.9	564	0.2	24	1.1	236	0.4
5 .....	251	10.0	25, 213	10.2	320	14.0	4, 766	8.3
6 .....	4	0.2	36	—	2	0.1	6	—
7 .....	5	0.2	59	—	6	0.3	21	—
8 .....	1	—	1	—	2	0.1	1	—
10 .....	17	0.7	242	0.1	26	1.1	293	0.5
15 .....	4	0.2	20, 463	8.3	4	0.2	4, 111	7.2
20 .....	1	—	497	0.2	1	—	10	—
<b>Totals .....</b>	<b>2, 516</b>	<b>100.0</b>	<b>247, 688</b>	<b>100.0</b>	<b>2, 280</b>	<b>100.0</b>	<b>57, 409</b>	<b>100.0</b>

TABLE 22. Eligibility Based on Minimum Age

Minimum age	Males				Females			
	No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
15 .....	2	1.0	21	0.1	2	1.0	2	0.1
16 .....	4	1.9	1, 368	8.3	4	1.9	169	5.1
17 .....	2	1.0	40	0.2	—	—	—	—
18 .....	10	4.7	517	3.1	11	5.3	62	1.9
19 .....	—	—	—	—	1	0.5	—	—
20 .....	12	5.7	785	4.8	6	2.9	188	5.6
21 .....	103	48.8	11, 503	69.6	71	34.0	912	27.4
22 .....	2	0.9	13	0.1	2	0.9	2	0.1
23 .....	2	0.9	12	0.1	2	0.9	2	0.1
24 .....	2	0.9	4	—	3	1.4	18	0.5
25 .....	43	20.4	1, 212	7.3	55	26.3	1, 503	45.2
26 .....	—	—	—	—	1	0.5	26	0.8
27 .....	1	0.5	1	—	—	—	—	—
28 .....	1	0.5	6	—	5	2.4	24	0.7
30 .....	16	7.6	592	3.6	37	17.7	313	9.4
35 .....	4	1.9	342	2.1	5	2.4	92	2.8
40 .....	1	0.5	47	0.3	1	0.5	7	0.2
45 .....	3	1.4	28	0.2	2	0.9	2	0.1
46 .....	1	0.5	15	0.1	1	0.5	—	—
55 .....	2	0.9	19	0.1	—	—	—	—
<b>Totals .....</b>	<b>211</b>	<b>100.0</b>	<b>16, 525</b>	<b>100.0</b>	<b>209</b>	<b>100.0</b>	<b>3, 322</b>	<b>100.0</b>

TABLE 23. Eligibility Based on Service and/or Minimum Age

No. of years of service	Minimum age	Males				Females			
		No. of plans	Percent- age	Male members	Percent- age	No. of plans	Percent- age	Female members	Percent- age
1.....	13	1		10		—		—	
	14	1		1,217		1		66	
	15	31		548		26		81	
	16	8		337		6		48	
	17	4		69		4		48	
	18	46		1,558		36		115	
	19	5		69		1		1	
	20	88		4,194		44		344	
	21	520		40,577		281		6,267	
	22	7		330		4		6	
	23	17		381		12		32	
	24	8		59		6		40	
	25	203		15,913		252		5,066	
	26	1		7		2		26	
	27	—		—		1		4	
	28	1		8		11		10	
	29	—		—		3		4	
	30	39		3,012		106		893	
	35	7		62		7		8	
	40	1		49		1		—	
	45	—		—		1		—	
<b>Totals .....</b>		<b>988</b>	<b>52.9</b>	<b>68,400</b>	<b>53.1</b>	<b>805</b>	<b>41.8</b>	<b>13,059</b>	<b>40.8</b>
2.....	15	9		126		8		12	
	16	3		38		3		9	
	17	2		303		—		—	
	18	9		232		8		7	
	19	1		9		2		6	
	20	28		1,818		21		71	
	21	171		12,195		84		1,198	
	22	3		116		3		39	
	23	9		100		5		44	
	24	9		91		7		7	
	25	198		11,446		201		3,391	
	26	4		72		2		10	
	27	1		3		3		9	
	28	4		142		6		112	
	29	—		—		2		2	
	30	34		1,159		102		382	
	31	—		—		1		2	
	35	5		1,600		15		311	
<b>Totals .....</b>		<b>490</b>	<b>26.3</b>	<b>29,450</b>	<b>22.8</b>	<b>473</b>	<b>24.5</b>	<b>5,612</b>	<b>17.5</b>
3.....	15	1		7		—		—	
	16	—		—		1		—	
	18	1		16		2		1	
	19	1		42		—		—	
	20	9		564		6		61	
	21	49		1,293		38		173	
	22	2		14		—		—	
	23	4		14		4		6	
	24	4		29		4		5	
	25	106		3,489		153		1,294	
	26	1		27		1		3	
	27	—		—		1		1	
	28	—		—		4		10	
	29	—		—		1		1	
	30	29		1,152		79		458	
	31	—		—		1		5	
	34	—		—		1		1	
	35	6		31		6		6	
<b>Totals .....</b>		<b>213</b>	<b>11.4</b>	<b>6,678</b>	<b>5.2</b>	<b>302</b>	<b>15.7</b>	<b>2,025</b>	<b>6.3</b>
4.....	21	4		41		4		5	
	22	1		3		—		—	
	24	1		12		1		—	
	25	4		35		6		5	
	27	—		—		1		2	
	28	—		—		2		2	
	30	3		7		6		3	
	35	—		—		1		2	
<b>Totals .....</b>		<b>13</b>	<b>0.7</b>	<b>98</b>	<b>0.1</b>	<b>21</b>	<b>1.1</b>	<b>19</b>	<b>0.1</b>

**TABLE 23. Eligibility Based on Service and/or Minimum Age — Concluded**

No. of years of service	Minimum age	Males				Females			
		No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
5.....	15	3		20		3		3	
	18	1		119		3		6	
	19	1		9		—		—	
	20	6		754		7		25	
	21	23		916		21		51	
	22	2		6,672		2		483	
	23	1		6		2		662	
	24	3		31		4		1	
	25	58		10,566		89		8,661	
	26	—		—		1		6	
	27	1		24		2		6	
	28	—		—		3		2	
	29	—		—		2		5	
	30	35		3,825		141		1,064	
	35	14		968		19		122	
<b>Totals .....</b>		<b>148</b>	<b>7.9</b>	<b>23,910</b>	<b>18.5</b>	<b>299</b>	<b>15.5</b>	<b>11,097</b>	<b>34.6</b>
6.....	21	1		10		—		—	
	25	1		1		1		—	
	28	—		—		1		—	
	29	1		5		—		—	
	30	—		—		2		—	
	35	—		—		1		2	
<b>Totals .....</b>		<b>3</b>	<b>0.2</b>	<b>16</b>	<b>—</b>	<b>5</b>	<b>0.3</b>	<b>2</b>	<b>—</b>
7.....	30	1	0.1	100	0.1	2	0.1	12	—
8.....	25	1		8		—		—	
	30	1		7		1		—	
<b>Totals .....</b>		<b>2</b>	<b>0.1</b>	<b>15</b>	<b>—</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>—</b>
10.....	21	1		3		—		—	
	25	2		13		1		4	
	30	2		36		11		180	
	35	2		204		5		41	
	40	1		1		1		—	
	45	—		—		1		2	
<b>Totals .....</b>		<b>8</b>	<b>0.4</b>	<b>257</b>	<b>0.2</b>	<b>19</b>	<b>1.0</b>	<b>227</b>	<b>0.7</b>
<b>Aggregate totals .....</b>		<b>1,866</b>	<b>100.0</b>	<b>128,924</b>	<b>100.0</b>	<b>1,927</b>	<b>100.0</b>	<b>32,053</b>	<b>100.0</b>

**TABLE 24. Eligibility Based on Maximum Age**

Maximum age	Males				Females			
	No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
35.....	—	—	—	—	3	2.5	40	0.1
40.....	7	5.3	69,054	43.6	9	7.3	5,198	17.5
41.....	1	0.8	18	—	1	0.8	1	—
43.....	1	0.8	646	0.4	1	0.8	910	3.1
45.....	19	14.4	6,893	4.3	17	13.8	4,514	15.2
46.....	1	0.7	8	—	—	—	—	—
48.....	1	0.8	27	—	1	0.8	6	—
49.....	1	0.7	5	—	2	1.6	96	0.3
50.....	17	12.9	27,042	17.1	24	19.5	5,349	18.1
51.....	—	—	—	—	1	0.8	—	—
54.....	2	1.5	418	0.3	1	0.8	17	0.1
55.....	51	38.6	52,239	32.9	48	39.0	12,813	43.2
56.....	2	1.5	122	0.1	2	1.6	—	—
58.....	3	2.3	25	—	3	2.5	5	—
59.....	2	1.5	880	0.6	2	1.7	508	1.7
60.....	19	14.4	1,138	0.7	7	5.7	194	0.7
61.....	2	1.5	4	—	—	—	—	—
65.....	2	1.5	19	—	—	—	—	—
66.....	1	0.8	13	—	1	0.8	—	—
<b>Totals .....</b>	<b>132</b>	<b>100.0</b>	<b>158,551</b>	<b>100.0</b>	<b>123</b>	<b>100.0</b>	<b>29,651</b>	<b>100.0</b>



TABLE 25. Eligibility Based on Service and/or Maximum Age

No. of years of service	Maximum age	Males				Females			
		No. of plans	Percent- age	Male members	Percent- age	No. of plans	Percent- age	Female members	Percent- age
1 .....	35 .....	—		—		1		1	
	40 .....	7		1,243		6		54	
	41 .....	1		41		1		2	
	43 .....	—		—		1		212	
	44 .....	—		—		1		82	
	45 .....	16		5,582		19		6,967	
	46 .....	1		7		1		—	
	49 .....	2		1,054		3		469	
	50 .....	27		22,403		47		5,141	
	51 .....	1		6		3		114	
	53 .....	—		—		1		—	
	54 .....	3		54		6		65	
	55 .....	97		32,338		92		5,951	
	56 .....	14		563		7		66	
	57 .....	1		11		—		—	
	58 .....	4		1,558		3		125	
	59 .....	12		1,952		6		244	
	60 .....	107		6,432		40		724	
	61 .....	5		208		5		2	
	63 .....	2		454		2		34	
	64 .....	3		46		1		2	
	65 .....	4		429		3		128	
Totals .....		307	52.0	74,381	72.2	249	49.1	20,383	76.2
2 .....	40 .....	1		2		4		7	
	45 .....	7		816		7		1,222	
	49 .....	—		—		1		7	
	50 .....	10		3,144		20		215	
	51 .....	—		—		1		2	
	54 .....	3		35		1		3	
	55 .....	43		2,756		31		614	
	56 .....	5		270		4		287	
	58 .....	—		—		2		21	
	59 .....	3		79		2		29	
	60 .....	36		2,112		22		181	
	61 .....	7		42		1		12	
	62 .....	2		1,194		—		—	
	63 .....	1		38		—		—	
	64 .....	4		31		4		57	
	65 .....	7		355		2		19	
	67 .....	1		145		—		—	
	69 .....	1		62		—		—	
Totals .....		131	22.2	11,081	10.8	102	20.1	2,676	10.0
3 .....	35 .....	—		—		1		50	
	40 .....	1		2		3		3	
	45 .....	3		11		3		171	
	49 .....	—		—		1		8	
	50 .....	6		269		13		565	
	51 .....	1		17		3		9	
	54 .....	3		69		4		40	
	55 .....	35		6,990		27		556	
	56 .....	4		466		2		37	
	58 .....	1		38		1		5	
	59 .....	3		1,374		2		82	
	60 .....	21		4,093		10		518	
	61 .....	4		618		1		91	
	62 .....	1		6		1		—	
	64 .....	1		7		1		—	
	65 .....	—		—		1		1	
Totals .....		84	14.3	13,960	13.5	74	14.6	2,136	8.0
4 .....	45 .....	1		1		1		8	
	50 .....	—		—		3		6	
	55 .....	1		12		4		36	
	60 .....	6		226		1		2	
Totals .....		8	1.3	239	0.2	9	1.8	52	0.2

TABLE 25. Eligibility Based on Service and/or Maximum Age — Concluded

No. of years of service	Maximum age	Males				Females			
		No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
5 .....	35 .....	—		—		1		11	
	40 .....	2		243		4		13	
	45 .....	—		—		1		37	
	46 .....	—		—		2		6	
	49 .....	—		—		1		39	
	50 .....	2		12		18		104	
	51 .....	1		26		2		12	
	54 .....	2		163		2		1	
	55 .....	20		724		23		200	
	56 .....	—		—		3		12	
	60 .....	16		285		6		15	
	61 .....	3		475		—		—	
Totals .....		46	7.8	1,928	1.9	63	12.4	450	1.7
6 .....	55 .....	1	0.2	3	—	—		—	
7 .....	60 .....	—	—	—	—	1	0.2	—	—
10 .....	50 .....	1		145		2		5	
	55 .....	5		104		5		306	
	60 .....	2		43		—		—	
Totals .....		8	1.3	292	0.3	7	1.4	311	1.2
15 .....	50 .....	1	0.2	14	—	1	0.2	8	—
20 .....	45 .....	1	0.2	275	0.3	1	0.2	725	2.7
25 .....	40 .....	1	0.2	529	0.5	—		—	
35 .....	55 .....	1	0.2	273	0.3	—		—	
Aggregate totals .....		589	100.0	102,975	100.0	507	100.0	26,741	100.0

TABLE 26. Eligibility Based on Minimum and Maximum Age

Minimum age	Maximum age	Males				Females			
		No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
15 .....	50 .....	—		—		1		658	
	55 .....	1		607		1		—	
	56 .....	1		2		1		—	
	60 .....	1		5		—		—	
Totals .....		3	1.3	614	2.2	3	1.4	658	12.1
16 .....	50 .....	1		3,099		—		—	
	55 .....	1		7		1		19	
	61 .....	1		20		—		—	
	66 .....	1		9		—		—	
Totals .....		4	1.7	3,135	11.2	1	0.5	19	0.3
17 .....	50 .....	1	0.4	226	0.8	—	—	—	
18 .....	50 .....	5		853		6		128	
	54 .....	1		57		—		—	
	55 .....	3		537		4		9	
	58 .....	1		3		—		—	
	60 .....	5		69		—		—	
	61 .....	—		—		1		14	
Totals .....		15	6.5	1,519	5.5	11	5.3	151	2.8
19 .....	55 .....	1		336		—		—	
	56 .....	1		6		1		—	
	60 .....	1		3		—		—	
Totals .....		3	1.3	345	1.2	1	0.5	—	—

TABLE 26. Eligibility Based on Minimum and Maximum Age - Continued

Minimum age	Maximum age	Males				Females			
		No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
20 .....	40 .....	-		-		1		1	
	45 .....	2		325		2		1	
	50 .....	4		391		1		16	
	55 .....	9		1,915		4		24	
	56 .....	1		13		1		-	
	60 .....	4		86		3		3	
	61 .....	2		129		1		2	
<b>Totals</b> .....		<b>22</b>	<b>9.5</b>	<b>2,859</b>	<b>10.3</b>	<b>13</b>	<b>6.3</b>	<b>47</b>	<b>0.9</b>
21 .....	40 .....	2		71		2		1	
	41 .....	-		-		1		1	
	45 .....	8		175		4		9	
	50 .....	6		70		13		223	
	51 .....	-		-		1		-	
	54 .....	1		36		-		-	
	55 .....	47		2,372		18		97	
	56 .....	2		10		2		3	
	57 .....	2		38		1		3	
	59 .....	1		50		2		5	
	60 .....	21		13,361		7		3,003	
	61 .....	3		34		-		-	
	64 .....	2		132		-		-	
	65 .....	1		2		1		-	
<b>Totals</b> .....		<b>96</b>	<b>41.2</b>	<b>16,351</b>	<b>58.6</b>	<b>52</b>	<b>25.2</b>	<b>3,345</b>	<b>61.4</b>
22 .....	55 .....	2		11		1		-	
	67 .....	1		1		-		-	
<b>Totals</b> .....		<b>3</b>	<b>1.3</b>	<b>12</b>	<b>0.1</b>	<b>1</b>	<b>0.5</b>	<b>-</b>	<b>-</b>
23 .....	45 .....	1		3		-		-	
	50 .....	1		174		1		1	
	55 .....	1		9		1		-	
	61 .....	1		10		-		-	
<b>Totals</b> .....		<b>4</b>	<b>1.7</b>	<b>196</b>	<b>0.7</b>	<b>2</b>	<b>1.0</b>	<b>1</b>	<b>-</b>
24 .....	50 .....	2		5		-		-	
	54 .....	1		4		1		2	
	56 .....	1		11		-		-	
<b>Totals</b> .....		<b>4</b>	<b>1.7</b>	<b>20</b>	<b>0.1</b>	<b>1</b>	<b>0.5</b>	<b>2</b>	<b>-</b>
25 .....	40 .....	-		-		1		27	
	45 .....	4		193		3		20	
	46 .....	-		-		1		-	
	49 .....	1		40		2		5	
	50 .....	1		482		13		319	
	54 .....	-		-		2		-	
	55 .....	32		978		29		263	
	56 .....	4		22		-		-	
	59 .....	1		26		2		2	
	60 .....	10		323		10		86	
	61 .....	1		16		2		11	
	64 .....	2		77		-		-	
	65 .....	1		16		-		-	
	69 .....	1		41		1		14	
<b>Totals</b> .....		<b>58</b>	<b>24.9</b>	<b>2,214</b>	<b>7.9</b>	<b>66</b>	<b>32.0</b>	<b>747</b>	<b>13.7</b>
26 .....	55 .....	-		-		1		2	
	56 .....	-		-		1		7	
<b>Totals</b> .....		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>1.0</b>	<b>9</b>	<b>0.2</b>
27 .....	50 .....	-		-		1		3	
	55 .....	1		5		1		23	
<b>Totals</b> .....		<b>1</b>	<b>0.4</b>	<b>5</b>	<b>-</b>	<b>2</b>	<b>1.0</b>	<b>26</b>	<b>0.5</b>
28 .....	55 .....	1		4		1		7	
			0.4				0.5		0.1
29 .....	55 .....	-		-		1		9	
			-				0.5		0.2



TABLE 26. Eligibility Based on Minimum and Maximum Age - Concluded

Minimum age	Maximum age	Males				Females			
		No. of plans	Percent-age	Male members	Percent-age	No. of plans	Percent-age	Female members	Percent-age
30 .....	40 .....	—		—		2		8	
	45 .....	—		—		1		—	
	50 .....	3		37		13		178	
	51 .....	1		1		2		2	
	55 .....	5		57		12		27	
	56 .....	1		9		3		5	
	59 .....	1		101		2		160	
	60 .....	2		44		3		4	
	64 .....	—		—		1		18	
<b>Totals .....</b>		<b>13</b>	<b>5.6</b>	<b>249</b>	<b>0.9</b>	<b>39</b>	<b>18.9</b>	<b>402</b>	<b>7.4</b>
35 .....	50 .....	—		—		4		13	
	52 .....	—		—		1		—	
	55 .....	1		2		—		—	
	56 .....	—		—		1		—	
	60 .....	2		25		2		4	
<b>Totals .....</b>		<b>3</b>	<b>1.3</b>	<b>27</b>	<b>0.1</b>	<b>8</b>	<b>3.9</b>	<b>17</b>	<b>0.3</b>
40 .....	50 .....	1	0.4	107	0.4	2	1.0	4	0.1
55 .....	69 .....	1	0.4	5	—	—	—	—	—
<b>Aggregate totals .....</b>		<b>233</b>	<b>100.0</b>	<b>27,888</b>	<b>100.0</b>	<b>206</b>	<b>100.0</b>	<b>5,444</b>	<b>100.0</b>

TABLE 27. Eligibility Based on Service and/or Minimum and Maximum Age

No. of years of service	Minimum Age	Range in maximum age	Males				Females			
			No. of plans	Per-centage	Male members	Per-centage	No. of plans	Per-centage	Female members	Per-centage
1 .....	14 .....	50-59	—		—		2		269	
		60-69	2		4,978		—		—	
	15 .....	50-59	8		245		18		57	
		60-69	16		248		5		17	
	16 .....	40-49	2		236		2		46	
		50-59	5		2,650		4		334	
		60-69	1		129		—		—	
	17 .....	40-49	2		11		2		5	
		50-59	5		4,092		4		1,411	
		60-69	3		61		3		10	
	18 .....	40-49	8		254		5		19	
		50-59	22		1,633		20		271	
		60-69	18		2,014		8		32	
	19 .....	40-49	1		12		2		—	
		50-59	5		815		3		13	
		60-69	2		9		1		4	
	20 .....	40-49	4		368		1		48	
		50-59	39		811		17		105	
		60-69	23		258		6		20	
	21 .....	40-49	40		6,794		23		231	
		50-59	265		11,636		137		1,400	
		60-69	169		16,495		52		1,750	
	22 .....	40-49	1		8		1		—	
		50-59	11		154		4		44	
		60-69	1		9		—		—	
	23 .....	50-59	13		557		8		42	
		60-69	2		20		1		7	
	24 .....	40-49	1		1		—		—	
		50-59	11		86		6		30	
		60-69	5		80		—		—	

TABLE 27. Eligibility Based on Service and/or Minimum and Maximum Age - Continued

No. of years of service	Minimum age	Range in maximum age	Males				Females			
			No. of plans	Per- centage	Male members	Per- centage	No. of plans	Per- centage	Female members	Per- centage
1—Concluded:										
	25 .....	40 - 49	8		700		17		588	
		50 - 59	157		11,882		173		2,143	
		60 - 69	57		8,515		39		2,123	
	26 .....	50 - 59	2		16		6		23	
	27 .....	50 - 59	—		—		1		1	
		60 - 69	2		36		1		2	
	28 .....	40 - 49	—		—		1		1	
		50 - 59	2		4		9		76	
	29 .....	40 - 49	—		—		1		6	
		50 - 59	—		—		1		—	
	30 .....	40 - 49	2		4,621		8		6,188	
		50 - 59	26		3,616		90		1,005	
		60 - 69	12		5,101		20		201	
	31 .....	40 - 49	—		—		1		6	
	35 .....	40 - 49	—		—		2		—	
		50 - 59	6		600		14		74	
		60 - 69	1		444		1		107	
	40 .....	50 - 59	—		—		1		3	
<b>Totals .....</b>			<b>960</b>	<b>43.2</b>	<b>90,199</b>	<b>56.2</b>	<b>721</b>	<b>32.5</b>	<b>18,712</b>	<b>54.9</b>
2 .....	14 .....	40 - 49	1		9		—		—	
	15 .....	50 - 59	1		21		3		—	
		60 - 69	6		92		1		3	
	16 .....	50 - 59	1		15		1		1	
		60 - 69	1		125		1		1	
	17 .....	50 - 59	1		18		1		—	
	18 .....	40 - 49	4		4,113		3		723	
		50 - 59	6		346		5		25	
		60 - 69	4		28		2		4	
	19 .....	50 - 59	2		1		1		3	
		60 - 69	1		23		—		—	
	20 .....	40 - 49	2		8		3		5	
		50 - 59	24		1,629		10		28	
		60 - 69	9		147		—		—	
	21 .....	40 - 49	20		809		6		9	
		50 - 59	144		6,587		55		1,395	
		60 - 69	65		8,907		24		207	
	22 .....	40 - 49	1		406		—		—	
		50 - 59	6		428		3		40	
		60 - 69	1		2		—		—	
	23 .....	40 - 49	1		3		—		—	
		50 - 59	16		684		10		116	
		60 - 69	3		27		—		—	
	24 .....	40 - 49	—		—		1		16	
		50 - 59	11		80		2		32	
		60 - 69	2		19		2		4	
	25 .....	40 - 49	7		631		21		353	
		50 - 59	177		6,628		182		3,293	
		60 - 69	58		9,776		26		774	
	26 .....	50 - 59	—		—		2		4	
		60 - 69	1		12		1		—	
	27 .....	50 - 59	2		6		1		—	
		60 - 69	—		—		1		5	
	28 .....	40 - 49	1		92		—		—	
		50 - 59	4		16		15		16	
		60 - 69	2		19		3		5	
	29 .....	50 - 59	—		—		2		105	
		60 - 69	1		3		—		—	
	30 .....	40 - 49	—		—		13		27	
		50 - 59	34		1,102		94		649	
		60 - 69	15		1,764		20		177	

TABLE 27. Eligibility Based on Service and/or Minimum and Maximum Age — Continued

No. of years of service	Minimum age	Range in maximum age	Males				Females			
			No. of plans	Per- centage	Male members	Per- centage	No. of plans	Per- centage	Female members	Per- centage
2—Concluded:										
	32 .....	50-59	2		17		—		—	
	33 .....	60-69	—		—		1		2	
	34 .....	50-59	1		12		2		2	
	35 .....	40-49	1		22		1		2	
		50-59	2		1,501		10		417	
		60-69	1		2		—		—	
<b>Totals .....</b>			<b>642</b>	<b>28.9</b>	<b>46,130</b>	<b>28.8</b>	<b>529</b>	<b>23.9</b>	<b>8,443</b>	<b>24.8</b>
3 .....	15 .....	50-59	2		41		1		1	
		60-69	2		27		2		—	
	16 .....	50-59	1		3		1		—	
	18 .....	50-59	1		4		1		5	
		60-69	1		6		—		—	
	19 .....	50-59	1		5		—		—	
	20 .....	40-49	1		6		—		—	
		50-59	17		303		5		49	
		60-69	7		189		6		169	
	21 .....	40-49	5		46		1		—	
		50-59	45		2,421		30		908	
		60-69	20		1,299		10		31	
	22 .....	50-59	3		13		2		3	
	23 .....	50-59	6		56		4		18	
		60-69	4		40		—		—	
	24 .....	40-49	2		83		3		12	
		50-59	5		122		3		37	
		60-69	2		56		—		—	
	25 .....	40-49	4		369		11		33	
		50-59	134		4,570		117		978	
		60-69	42		2,410		24		129	
	26 .....	50-59	3		35		5		4	
		60-69	—		—		1		17	
	27 .....	50-59	2		34		—		—	
		60-69	1		13		—		—	
	28 .....	40-49	—		—		2		1	
		50-59	10		84		13		12	
		60-69	—		—		3		203	
	29 .....	50-59	2		86		3		22	
	30 .....	40-49	2		80		8		66	
		50-59	38		2,973		118		466	
		60-69	6		98		9		20	
	31 .....	50-59	—		—		1		1	
	32 .....	40-49	—		—		1		1	
	35 .....	50-59	3		13		8		19	
		60-69	2		5		—		—	
<b>Totals .....</b>			<b>374</b>	<b>16.8</b>	<b>15,490</b>	<b>9.7</b>	<b>393</b>	<b>17.7</b>	<b>3,205</b>	<b>9.4</b>
4 .....	15 .....	60-69	1		49		—		—	
	17 .....	50-59	1		—		1		7	
	18 .....	60-69	1		6		—		—	
	20 .....	50-59	—		—		1		7	
	21 .....	40-49	1		1		1		—	
		50-59	6		50		—		—	
		60-69	1		10		1		—	
	22 .....	50-59	1		14		—		—	
	24 .....	50-59	1		2		1		2	
	25 .....	50-59	11		60		7		39	
		60-69	2		56		3		1	
	27 .....	50-59	1		2		—		—	
		60-69	1		5		—		—	



TABLE 27. Eligibility Based on Service and/or Minimum and Maximum Age - Continued

No. of years of service	Minimum age	Range in maximum age	Males				Females			
			No. of plans	Per-centage	Male members	Per-centage	No. of plans	Per-centage	Female members	Per-centage
4- Concluded:.....	28.....	50-59	—		—		2		11	
		60-69	—		—		1		1	
	30.....	50-59	4		90		19		85	
		60-69	1		3		3		7	
	35.....	50-59	1		1		3		10	
		60-69	—		—		1		1	
Totals .....			34	1.5	349	0.2	44	2.0	171	0.5
5.....	15.....	50-59	3		187		2		25	
	16.....	50-59	1		7		2		7	
	18.....	50-59	1		1		1		—	
		60-69	—		—		2		4	
	20.....	50-59	5		34		6		29	
		60-69	1		30		2		—	
	21.....	40-49	3		33		3		49	
		50-59	11		421		19		177	
		60-69	9		112		4		10	
	22.....	40-49	1		17		1		1	
		50-59	—		—		1		3	
	23.....	50-59	2		38		4		1	
		60-69	1		13		1		—	
	24.....	50-59	1		55		2		121	
	25.....	40-49	3		8		9		9	
		50-59	59		638		88		283	
		60-69	22		1,321		15		88	
	26.....	50-59	—		—		1		2	
	27.....	50-59	3		185		2		43	
	28.....	40-49	—		—		1		—	
		50-59	—		—		9		13	
		60-69	1		24		—		—	
	29.....	50-59	1		44		3		8	
		60-69	2		364		2		18	
	30.....	40-49	3		13		12		17	
		50-59	45		2,549		218		1,339	
		60-69	10		349		27		228	
	32.....	50-59	—		—		1		—	
	34.....	50-59	—		—		1		1	
		60-69	—		—		1		—	
	35.....	40-49	1		2		4		—	
		50-59	9		1,276		25		266	
		60-69	3		418		6		724	
	40.....	50-59	—		—		2		7	
	45.....	50-59	—		—		1		3	
Totals .....			201	9.1	8,139	5.1	478	21.6	3,476	10.2
6.....	21.....	50-59	1		14		—		—	
	24.....	50-59	—		—		1		—	
	25.....	50-59	—		—		1		—	
	28.....	50-59	—		—		1		2	
	30.....	50-59	—		—		2		—	
Totals .....			1	—	14	—	5	0.2	2	—
7.....	21.....	50-59	—		—		1		1	
		60-69	1		11		—		—	
	29.....	50-59	—		—		2		2	
	30.....	50-59	—		—		1		1	
Totals .....	35.....	50-59	1		4		2		26	
			2	0.1	15	—	6	0.3	30	0.1

**TABLE 27. Eligibility Based on Service and/or Minimum and Maximum Age - Concluded**

No. of years of service	Minimum age	Range in maximum age	Males				Females			
			No. of plans	Per-centage	Male members	Per-centage	No. of plans	Per-centage	Female members	Per-centage
8 .....	25 .....	50-59	—		—		1		—	
	28 .....	50-59	—		—		1		—	
	30 .....	50-59	—		—		2		1	
	35 .....	50-59	—		—		1		1	
<b>Totals .....</b>			—	—	—	—	<b>5</b>	<b>0.2</b>	<b>2</b>	—
10 .....	25 .....	50-59	1		1		6		2	
		60-69	2		37		—		—	
	30 .....	40-49	—		—		1		3	
		50-59	5		18		17		38	
	35 .....	50-59	—		—		11		3	
	41 .....	50-59	—		—		1		1	
<b>Totals .....</b>			<b>8</b>	<b>0.4</b>	<b>56</b>	—	<b>36</b>	<b>1.6</b>	<b>47</b>	<b>0.1</b>
<b>Aggregate totals .....</b>			<b>2,222</b>	<b>100.0</b>	<b>160,392</b>	<b>100.0</b>	<b>2,217</b>	<b>100.0</b>	<b>34,088</b>	<b>100.0</b>

## SECTION 9

### ADMISSION TO MEMBERSHIP OF NEW EMPLOYEES

Admission of new employees to membership in a contributory plan can be either voluntary or compulsory. Table 28 gives a distribution by number of contributory plans of the various combinations of voluntary and compulsory membership.

**TABLE 28. Admission to Membership of New Employees - Summary**

Combination		No. of Contributory plans	Percentage
Male	Female		
Compulsory	Compulsory .....	1,959	23.6
Voluntary	Voluntary .....	5,644	68.0
Compulsory	Voluntary .....	251	3.0
Compulsory	Not eligible <sup>1</sup> .....	111	1.3
Voluntary	Compulsory .....	1	—
Voluntary	Not eligible <sup>1</sup> .....	269	3.3
Not eligible <sup>2</sup>	Compulsory .....	9	0.1
Not eligible <sup>2</sup>	Voluntary .....	23	0.3
Not eligible <sup>3</sup>	Not eligible <sup>3</sup> .....	33	0.4
<b>Totals .....</b>		<b>8,300</b>	<b>100.0</b>

<sup>1</sup> Membership in plan is confined to males or is closed to new females.

<sup>2</sup> Membership in plan is confined to females or is closed to new males.

<sup>3</sup> Membership in plan is not available to new employees.

## SECTION 10

### Method of Underwriting

The ways in which an employer can have his plan underwritten are as follows:

- (1) Annuities Branch of the Department of Labour.
- (2) An insurance company.

(3) A trust company,

(4) Individual trustees.

The first column of Table 29 shows the distribution of plans by single method of underwriting and any combination of two or more of these methods.



### Waiver of Vested Rights on Termination of Employment

Some contributory plans provide for the vesting of employer contributions on termination of employment (See Section 7). Many of these plans that do allow vesting also give the terminated employee the option of taking a cash refund (See Section 11). By exercising this cash option, the former employee may be obliged to waive his rights to the vested employer contributions.

The second and third columns of Table 29 show the distribution of plans by method of underwriting, depending upon whether or not the terminated employee waives his vested rights if he elects to take a cash settlement.

### Transfer of Pension Credits Between Plans

Some plans include a transfer arrangement for accepting payments from another plan, where a new employee joining a plan may apply to have his

equity under a plan with a previous employer combined with the pension accumulation under the plan with his present employer. A plan can also provide for a transfer of a former member's equity in that plan to the plan operated by his present employer. Frequently both arrangements appear in the same plan in the form of a reciprocal transfer agreement.

The fourth column in Table 29 shows the distribution of plans by method of underwriting where the plan permits a transfer of funds to another plan.

The fifth column in Table 29 shows the distribution of plans by method of underwriting where the plan permits a transfer of funds from another plan.

### Employee and Employer Contributions

Table 29 also gives the total of employee and employer contributions separately which were paid into pension funds during 1960.

**TABLE 29. Method of Underwriting, Waiver of Vesting, Transfer of Equity, Employee and Employer contributions**

Method of underwriting	No of plans	Waiver of vesting		Transfer of equity		Employee contributions in 1960	Percentage	Employer contributions in 1960	Percentage
		Yes	No	To another plan	From another plan				
						\$		\$	
Government Annuities .....	734	—	734	—	18	2,661,888	0.8	3,552,506	0.8
Insurance Company .....	6,400	3,294	3,106	146	104	58,043,675	17.3	68,572,350	14.7
Trust Company .....	995	524	471	15	12	39,731,458	11.9	85,285,959	18.2
Individual Trustees .....	295	131	164	32	35	114,881,831	34.3	163,297,999	35.0
Miscellaneous .....	16 <sup>1</sup>	7	9	6	6	90,294,601	27.0	107,530,057	23.0
Government Annuities and Insurance Company .....	359	99	260	12	13	16,140,553	4.8	18,449,283	3.9
Government Annuities and Trust Company .....	24	10	14	1	1	4,167,284	1.2	4,877,330	1.0
Government Annuities and Individual Trustees .....	8	6	2	—	2	882,505	0.3	856,447	0.2
Insurance Company and Trust Company .....	45	28	17	2	2	2,537,344	0.8	4,567,047	1.0
Insurance Company and Individual Trustees .....	11	5	6	1	1	330,532	0.1	1,572,557	0.3
Trust Company and Individual Trustees .....	3	2	1	—	—	108,976	—	1,244,145	0.3
Government Annuities, Insurance Company and Trust Company .....	21	10	11	—	—	3,589,037	1.1	5,962,558	1.3
Government Annuities, Insurance Company and Individual Trustees .....	7	4	3	—	—	1,378,498	0.4	1,355,030	0.3
Insurance Company, Trust Company and Individual Trustees .....	2	1	1	—	—	1,595	—	6,217	—
<b>Totals .....</b>	<b>8,920</b>	<b>4,121</b>	<b>4,799</b>	<b>215</b>	<b>194</b>	<b>334,751,777</b>	<b>100.0</b>	<b>467,129,485</b>	<b>100.0</b>

<sup>1</sup>Includes Federal Government's Public Service Superannuation Act, Canadian Forces Superannuation Act, Royal Canadian Mounted Police Superannuation Act, plans for the provincial civil service for six provinces and plans for teachers in two provinces.

## SECTION 11

### DISPOSITION OF EMPLOYEE CONTRIBUTIONS ON TERMINATION OF EMPLOYMENT

Under a contributory plan, the termination of employment clause makes provision for the disposition of the contributions made by the employee during the course of his membership in the plan.

In those plans underwritten by the Annuities Branch of the Department of Labour, the employee contributions must remain to his credit in the form

of a paid up annuity, although a refund of contributions can be obtained if the amount of annuity purchased is less than \$120 a year.

In trustee plans, and those underwritten by an insurance company, it is common practice for the employee to be given the choice of taking a paid up annuity, or receiving a refund of his contributions with or without interest. The plans where it



is compulsory for the terminated employee to take a cash refund of his contributions are mostly of the type that do not provide for any vesting of employer contributions on termination of employment.

Table 30 shows the distribution by number of contributory plans of the various optional methods of settlement available to an employee on termination of employment.

**TABLE 30. Methods of Disposition of Employee Contributions on Termination of Employment-Contributory Plans**

Disposition of employee contributions	No. of contributory plans	Percentage
No refund .....	1,008	12.1
Refund optional .....	6,154	74.1
Refund compulsory .....	150	1.8
No refund and refund optional .....	275	3.3
No refund and refund compulsory .....	7	0.1
Refund optional and refund compulsory .....	701	8.5
No refund, refund optional and refund compulsory .....	5	0.1
<b>Totals .....</b>	<b>8,300</b>	<b>100.0</b>

**Explanatory Notes to Table 30**

1. No refund— includes all plans underwritten by the Government Annuities Branch of the Department of Labour.
2. Refund optional—includes plans underwritten by an insurance company and plans that are trustee.
3. Refund compulsory—includes plans where there is no vesting of employer contributions on termination of employment.
4. No refund and refund optional—combination of Government Annuities and an insurance company or a trustee plan.
5. No refund and refund compulsory—combination of Government Annuities and a revised trustee, no vesting, plan.
6. Refund optional and refund compulsory—includes trustee plans where a refund is compulsory prior to any vesting of employer contributions and optional thereafter.
7. No refund, refund optional and refund compulsory—combination of Government Annuities and item 6 above.

**SECTION 12**

**PLANS PROVIDING FOR THE PURCHASE OF PAST SERVICE BENEFITS**

Of the 8,920 plans included in the survey, 5,322 or 59.6% did not make any provision for the purchase of benefits in respect of service with the employer prior to the effective date of the plan. 3,598 plans, or 40.4% of the total, included a past

service benefit feature. The purchase of the past service pensions has been completed in 1,808 or 20.3% of the plans, while in the remaining 1,790 plans, or 20.1% of the total, the purchase of past service benefits has not been completed.

**SECTION 13**

**RETIREMENTS DURING THE YEAR ENDING OCTOBER 31, 1960**

Table 31 shows the number of plan members by sex who retired at various ages during the year ending October 31, 1960.

**TABLE 31. Number of Retirements during Year Ending October 31, 1960**

Age at retirement	No. of retirements	Percentage
<b>Males:</b>		
64 and under .....	5,753	35.2
65 .....	6,350	38.8
66 .....	1,099	6.7
67 .....	575	3.5
68 .....	736	4.5
69 .....	518	3.2
70 .....	763	4.7
71 and over .....	555	3.4
<b>Totals .....</b>	<b>16,349</b>	<b>100.0</b>
<b>Females:</b>		
59 and under .....	627	22.7
60 .....	653	23.6
61 .....	177	6.4
62 .....	123	4.5
63 .....	134	4.8
64 .....	128	4.6
65 .....	435	15.7
66 and over .....	490	17.7
<b>Totals .....</b>	<b>2,767</b>	<b>100.0</b>

FOR IMMEDIATE ATTENTION

Complete in duplicate. Keep one copy for your files and return one copy in the enclosed postage free envelope to the Dominion Bureau of Statistics, Ottawa. Individual reports will be treated as **CONFIDENTIAL** and used only for the purpose of arriving at group totals.

DOMINION BUREAU OF STATISTICS

OTTAWA, CANADA

Pension Plans Section - Business Finance Division

PENSION PLAN SURVEY, 1960

Taken in conformity with the requirements of the Statistics Act, Chap. 257 of the Revised Statutes of Canada, 1952.

FOR EXPLANATORY NOTES, SEE PAGES 3 AND 4

Please correct any mistakes in above Name or Mailing Address

The increasing importance of pension plans in the Canadian economy in recent years has given rise to many new demands for information on various aspects of pension plans. The information requested in this schedule will be compiled in the Dominion Bureau of Statistics and a summary report issued. However, data for individual plans will not be published or otherwise revealed.

GENERAL INFORMATION

1. Form of this organization:
 

<input type="checkbox"/> Incorporated	<input type="checkbox"/> Federal Govt. or Agency
<input type="checkbox"/> Unincorporated	<input type="checkbox"/> Religious and Charitable
<input type="checkbox"/> Incorporated Cooperative	<input type="checkbox"/> Educational
<input type="checkbox"/> Unincorporated Cooperative	<input type="checkbox"/> Health
<input type="checkbox"/> Municipal Govt. or Agency	<input type="checkbox"/> Trade or Employee Assn.
<input type="checkbox"/> Provincial Govt. or Agency	<input type="checkbox"/> Other _____
2. If you are an affiliate, associate or subsidiary of a parent company, give name of parent company: \_\_\_\_\_

3. How many plans are in effect for your employees \_\_\_\_\_
  - (a) If you have more than one plan, a separate questionnaire should be completed for each plan. Plan No. \_\_\_\_\_  
Name and title of Plan \_\_\_\_\_  
Effective date of inauguration \_\_\_\_\_
  - (b) If you have only one plan (effective date of inauguration \_\_\_\_\_) does it cover all \_\_\_\_\_ Yes No  
types and classes of employees \_\_\_\_\_ ☐ ☐  
If no, give name and title of plan: \_\_\_\_\_

GENERAL STRUCTURE OF PLAN - PART 1

4. Are members required to make contributions \_\_\_\_\_ Yes No ☐ ☐

If yes, and there is a single fixed rate that all members are required to pay, what is this rate:

(i) percentage \_\_\_\_\_ %

(ii) flat amount \$ \_\_\_\_\_ per year
5. Are future service benefits of the:
 

(a) unit benefit type, based on:	Yes	No
(i) final earnings _____	<input type="checkbox"/>	<input type="checkbox"/>
(ii) average final earnings over last _____ years _____	<input type="checkbox"/>	<input type="checkbox"/>
(iii) average best earnings over best _____ years _____ (of last _____ years)	<input type="checkbox"/>	<input type="checkbox"/>
(iv) average earnings (career average) _____	<input type="checkbox"/>	<input type="checkbox"/>
(b) money purchase type based on:		
(i) contributions as specified in the plan _____	<input type="checkbox"/>	<input type="checkbox"/>
(ii) a profit sharing formula _____	<input type="checkbox"/>	<input type="checkbox"/>
(c) composite type (unit benefit and money purchase) _____	<input type="checkbox"/>	<input type="checkbox"/>
(d) flat amount type independent of earnings _____	<input type="checkbox"/>	<input type="checkbox"/>

6. (a) Does the plan provide for any vesting of employer future service contributions on termination of service prior to a member's retirement date \_\_\_\_\_ Yes No ☐ ☐
- (b) If yes in (a) is there immediate vesting of these contributions \_\_\_\_\_ ☐ ☐

- 6 (c) If no in (b), when will the vesting of employer future service contributions be complete. Specify:
 

(i) number of years of service _____	<input type="text"/>
(ii) number of years of participation in plan _____	<input type="text"/>
(iii) if vesting in (i) or (ii) is graduated on a percentage basis, give number of percentage steps (if this vesting is not graduated, enter figure "1") _____	<input type="text"/>
(iv) age _____	<input type="text"/>

if a combination of factors in (c), give particulars: \_\_\_\_\_

EMPLOYMENT, COVERAGE, ELIGIBILITY DATA

- 7 (a) Enter number of employees as at Nov. 1, 1960, or last preceding pay day unless abnormal circumstances prevail, such as strikes, temporary shut down, etc. in which case report for last preceding normal date.

	Male	Female	Total
(i) total number of employees on payroll	<input type="text"/>	<input type="text"/>	<input type="text"/>
(ii) number of employees members of this plan	<input type="text"/>	<input type="text"/>	<input type="text"/>
(iii) number of employees presently ineligible to join this plan	<input type="text"/>	<input type="text"/>	<input type="text"/>
(iv) number of employees permanently ineligible to join this plan	<input type="text"/>	<input type="text"/>	<input type="text"/>

- (b) If you have more than one plan, and if some of your employees are members of two or more of your plans at the present time, complete the following schedule on the questionnaire submitted for that plan which you have designated as Plan No. 1 in item 3(a) above.

	Male	Female	Total
(v) total number of employees on payroll (see item 7(a)(i) above)	<input type="text"/>	<input type="text"/>	<input type="text"/>
(vi) number of employees who are members of one or more of your plans	<input type="text"/>	<input type="text"/>	<input type="text"/>
(vii) number of employees presently ineligible to join any of your plans	<input type="text"/>	<input type="text"/>	<input type="text"/>
(viii) number of employees permanently ineligible to join any of your plans	<input type="text"/>	<input type="text"/>	<input type="text"/>

- 8 (a) Conditions of eligibility for membership in the plan for new employees. Specify:

	Male	Female
minimum _____	<input type="text"/>	<input type="text"/>
(i) age in years _____ maximum _____	<input type="text"/>	<input type="text"/>
(ii) service in years _____	<input type="text"/>	<input type="text"/>
(iii) no restrictions - check here <input checked="" type="checkbox"/> _____	<input type="text"/>	<input type="text"/>

If a combination of factors (i) & (ii), or others, give details \_\_\_\_\_

- (b) After having satisfied the eligibility requirements in (a), is membership in the plan compulsory for new employees:

	Yes	No
(i) male _____	<input type="checkbox"/>	<input type="checkbox"/>
(ii) female _____	<input type="checkbox"/>	<input type="checkbox"/>

## GENERAL STRUCTURE OF PLAN - PART 2

9. Is the plan at the present time:		Yes	No
(a) Underwritten – Government Annuities .....	<input type="checkbox"/>	<input type="checkbox"/>	
(b) Underwritten – Insurance company .....	<input type="checkbox"/>	<input type="checkbox"/>	
(c) Trusteed with corporate trustee – trust company, investment company .....	<input type="checkbox"/>	<input type="checkbox"/>	
(d) Self administered trust – individual trustees, pension fund society .....	<input type="checkbox"/>	<input type="checkbox"/>	
(e) Administered in some other manner.			

Give particulars: \_\_\_\_\_

10(a) If members of the plan are required to make contributions, and if the services of a member are terminated prior to his retirement date, indicate if cash withdrawal of the member's contributions (check ☒):

(i) is not permitted .....

(ii) is optional . . . . .

(iii) is compulsory . . . . .

(b) If members of the plan are required to make contributions, does a member waive his right to vested employer future service contributions (see items 6(b) and 6(c) above) if he withdraws his contributions in cash..... Yes No  
☐ ☐

11(a) Is there a provision in the plan for a transfer of pension rights on termination of service: Yes No

	YES	NO
(i) to another plan or plans .....	<input type="checkbox"/>	<input type="checkbox"/>

(ii) from another plan or plans ..... ☐ ☐

(b) In the case of a former employee re-entering your employ-  
ment, does the plan provide for the purchase of benefits in respect of this previous service

12(a) Does the plan provide for the purchase by the employer of benefits in respect of service prior to its effective date of inauguration as shown in item 3 above ..... ☐ Yes ☐ No

(b) If yes, has the purchase of these benefits been completed ..... ☐ Yes ☐ No

### RETIREMENT DATA

Males	No.	Females	No.
64 and under		59 and under	
65 .....		60 .....	
66 .....		61 .....	
67 .....		62 .....	
68 .....		63 .....	
69 .....		64 .....	
70 .....		65 .....	
71 and over		66 and over	

### CONTRIBUTION DATA

14(a) Total amount deducted from earnings of employee members during year ending Dec. 31, 1960 \$ \_\_\_\_\_

(b) Total of all monies paid by employer into plan during year ending Dec. 31, 1960 ..... \$ \_\_\_\_\_

15. List of affiliates, associated or subsidiary firms or organizations for which the above information is included in this report.

NAME \_\_\_\_\_

ADDRESS



## EXPLANATORY NOTES

A **Pension Plan** for purposes of this survey is an agreement between an employer and its employees for providing an income on retirement to each employee member who has by that time fulfilled certain requirements specified in the plan. A pension plan states the amount that is to be contributed, or contains a formula for determining the amount of each member's pension. Benefits may be purchased entirely by the employer, or the employee and the employer may both be required to make contributions. Each plan requires registration with the Department of National Revenue for tax purposes.

The survey excludes:

- (1) any Registered Retirement Savings Plan arrangement for a group of employees, whether or not the employer pays any of the employee's premium.
- (2) any Profit Sharing arrangement where the distribution of profits is not applied toward the purchase of pensions for the members.

## GENERAL INFORMATION

### Item 2 - Subsidiary Companies

1. A parent company located in Canada should complete either (a) separate reports for the parent and each subsidiary company, or (b) one combined or consolidated report covering the parent company and its Canadian subsidiaries. In the latter case, list the companies covered in Item 15.
2. A subsidiary whose report is consolidated with that of the parent company should not complete the questionnaire, but should enter the name of the parent company in the space provided in this Item and return it to the Dominion Bureau of Statistics.
3. A subsidiary whose parent company is located outside Canada should complete this report, and enter the name of the parent company in the space provided in this Item.
4. A subsidiary whose report is not consolidated with that of the parent company should complete this report.
5. Consolidated reports completed by parent companies should exclude subsidiaries located outside Canada.

### Item 3(a)

If you have more than one plan in operation, a separate questionnaire should be completed for each plan. Describe each plan - for example, males only, females only, salaried employees, hourly paid employees, union members only, etc. Then assign a number - Plan No. 1, Plan No. 2, etc., and show its Effective Date. Use the detachable coupon on page 4 to apply for additional copies of the questionnaire for this purpose.

### Item 3(b)

If you have only one plan in operation, where membership is restricted to a well defined class of employees - for example, males only, females only, salaried employees, hourly paid employees, union members only, etc., describe the plan accordingly and show its Effective Date.

## GENERAL STRUCTURE OF PLAN - PART 1

### Item 5(a)

A **unit benefit plan** is one where the amount of future service pension credit is a stated percentage of a member's earnings for each year of service. If the plan is non-contributory, the employer pays the entire cost of the pension. If the plan is contributory, the member pays either a stated dollar amount or a percentage of his earnings, and the employer pays the balance of the cost.

- Examples**
- (i) **final earnings** - 1% of earnings being received at the time the member retires, for each year of service.
  - (ii) **final average earnings** - 2% of average earnings during last 10 years of employment for each year of service.
  - (iii) **average best earnings** - 1½% of average earnings during
    - (a) best 10 years of employment, or
    - (b) best 10 years of employment in the last 15 years for each year of service.
  - (iv) **average earnings (career average)** - 2% of average earnings over the entire period of membership in the plan, for each year of service.

### Item 5(b)

A **money purchase plan** is one where the amount of future service pension cannot be defined as a unit of pension for each year of service. If the plan is contributory, the member and the employer each contribute either a stated dollar amount of premium or a stated percentage of the member's earnings. If the plan is non-contributory there is no premium or contribution made by the member. In both cases, the future service pension is the amount of annuity purchased by the payments credited to each member.

- Examples**
- (i) **money purchase** - the member and the employer each contribute 5% of his earnings.
  - (ii) **profit sharing pension plan** - the employer allocates 10% of profits to the plan. The member may or may not be required to contribute a stated percentage of his earnings.

### Item 5(c)

A **composite plan** is a contributory plan where the employer purchases a pension of the **unit benefit type** (see note on Item 5(a)), and the member contributes a stated percentage of his earnings, which purchases an additional pension of the **money purchase type** (see note on Item 5(b)).

PLEASE SEE REVERSE SIDE

EXPLANATORY NOTES - Concluded

GENERAL STRUCTURE OF PLAN - PART 1 - Concluded

Item 6(c) (iii)

**Example.** If the plan provides for the vesting of 25% of employer future service contributions where the terminated employee has completed from 5 to 9 years of service, 50% with 10 to 14 years of service, 75% with 15 to 19 years and 100% with 20 or more years of service, the number of percentage steps would be entered as "4".

If there is no vesting until the employee has completed at least 20 years of service, at which time there is 100% vesting, then the number of percentage steps would be entered as "1".

EMPLOYMENT, COVERAGE, ELIGIBILITY DATA

Items 7(a) and 7(b)

In these tables each entry in the Male or Female column is independent of the other 3 entries in the column. Therefore no attempt should be made to balance line (i) in either column of the table in Item 7(a) against the total of lines (ii) and (iii) in the same column. The same applies to the corresponding lines in the table in Item 7(b). The total of male and female employees on any line should be entered in the right hand "total" column.

Items 7(a) (iii) and 7(b) (vii)

Give total number of employees who are not now eligible to join. This includes employees temporarily ineligible at any age, and also those at any age who will never be able to join because of a restriction in the plan. See note on Items 7(a)(iv) and 7(b)(viii) below.

Items 7(a) (iv) and 7(b) (viii)

Show the number of employees who will never be eligible to join - for example:

- (i) employees over a stated age,
- (ii) employees who will have less than a stated number of years of service at retirement date,
- (iii) female employees in a plan for males only.

GENERAL STRUCTURE OF PLAN - PART 2

Item 11(a)

It is not considered that there is a transfer of pension rights where an employee can transfer from employer to employer within a single occupational plan. If there is an arrangement for a transfer of pension rights between two or more plans, the transfer of funds must be between the plans and must not be made through the transferring employee.

CONTRIBUTION DATA

Item 14(a)

Includes all employee deductions under the plan, representing employee past service payments as well as employee future service contributions.

Item 14(b)

Includes all payments actually made by the employer on behalf of the employees, and designated as employer future service payments or employer past service payments, if any. Report the gross amount less any current credits arising from the operation of the plan.

TO: BUSINESS FINANCE DIVISION,

DOMINION BUREAU OF STATISTICS,

OTTAWA, ONTARIO.

Please send me \_\_\_\_\_ copies of the questionnaire entitled "Pension Plan Survey 1960"

Name of Officer	Title
Name of Company	
Address	





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